

Friday 10 February 2017

Statement on Outcome of the EIS Meeting

Shona Struthers, Chief Executive, the Colleges Scotland Employers' Association, said:

“Talks are continuing with the EIS as part of the National Bargaining process – yesterday’s meeting has been adjourned until next Thursday. We hope that we can continue to build on areas of broad agreement, however it is important to bear in mind that we are dealing with huge variation between existing pay and conditions of service at different colleges around Scotland. Bringing these variations into line with each other is a complex process.

“The Colleges Scotland Employers’ Association is fully committed to honouring the agreement reached in March 2016, including the top of the salary scale of £40,000 for lecturers. Good progress has been made – a national pay scale and migration plan has already been jointly developed with the EIS.

“It is important that National Bargaining is successful so that we all deliver the modern and effective workforce that the college sector, learners and the economy needs.

“We are committed to working with the EIS to agree how the full terms of the agreement can be implemented.”

ENDS

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Notes:

- Pay and conditions are inextricably linked – the introduction of a National Pay Scale must be accompanied by National terms and conditions of service. They are part of a total package, agreed last year (a copy of the agreement is set out below).
- The focus is on delivering ‘one workforce’ for the college sector that delivers a fair and equitable package for all staff and improves the learning experience for students.
- National Bargaining has delivered pay settlements for all staff for 2015/16 and 2016/17.
- Reintroducing National Bargaining to the sector after an absence of over 20 years is a complex process and the key challenge is delivering one workforce that meets our shared aspirations.
- The focus must now be firmly on delivering a modern, flexible workforce, which rewards staff appropriately, meets students’ needs, and supports economic growth and prosperity for Scotland. There is value to be gained in the achievement of this.
- The employers, as public bodies are mindful of Public Sector Pay Policy; they have a responsibility to ensure value for the public purse.

Terms of Agreement

The offer is with effect from April 2015.

1. To extend this settlement period to cover 2 years inclusive of 2015/2016.
2. To recognise that 1% / £300 whichever is the greater is an interim payment.
3. That in addition to the above, there will be a further flat-rated element of £100 paid in April 2016.
4. That this offer provides for a flat-rated pay uplift for 2016/2017 of £450.
5. To jointly develop a roadmap towards a harmonised workforce for the future, to include the following elements:
 - a. agreed settlement dates over a 3 year period, commencing April 2017, with agreed annual milestones in each subsequent year, built on an agreed principle of no detriment on pay;
 - b. a review of future workforce requirements within a joint process with shared data;
 - c. to agree the roadmap by end of May 2016;
 - d. the top of the un-promoted salary scale is currently £39,086. It is agreed that from 1st April 2016 this figure will be £40,026. This figure will become the top point of the new national pay scale for un-promoted lecturers. This will be the starting point for the development of this pay scale and associated migration plan;
 - e. the EIS and Management Side will also immediately develop a common set of terms and conditions for all teaching staff by October 2016 or the earliest possible date;
 - f. the whole agreement will be subject to an equality impact assessment.
 - g. there shall be no deduction made for strike action that took place on Thursday 17 March 2016.

Implementation dates on National Pay Scales

Dates	
Develop National Pay Scales	May 2016
Migration	August 2016
1 April 2017	25%
1 April 2018	50%
1 April 2019	100%