

**Friday 17 February 2017**

## **EIS Ballot Premature – Negotiations are Ongoing – Ballot is Not in the Interests of Students or the College Sector**

Regarding the EIS indicative ballot on industrial action in the college sector, a spokesperson for the Colleges Scotland Employers' Association said:

“It is very disappointing and inappropriate that the EIS has chosen to ballot its members on industrial action when they have already received a pay increase and good progress is being made in a number of other areas. During a period of constructive negotiation, it is an unnecessary step that is not in the interests of students or the college sector.

“While we recognise that the process is taking time, it is nonetheless time well spent. Our determination is to resolve what are complex issues as soon as possible, which will create real benefits for students and the whole sector.

“As they stand, the EIS proposals would cost over £30 million and include demands for 66 days annual leave and only 21 hours class contact per week – to have pay treated separately from terms and conditions in this way would bring no discernible benefits for students, the college sector or the taxpayer.

“That is neither practical nor desirable – particularly when a formal agreement reached between the EIS and the Colleges Scotland Employers' Association last March was not just a pay agreement. It clearly linked pay increases with changes to terms and conditions of service, and a commitment to review requirements for a Workforce for the Future.

“The employers remain fully committed to honouring the agreement reached last March, including the top of the salary scale of £40,000 for lecturers. A national pay scale and migration plan has already been jointly developed with the EIS. However, in order to implement this, there has to be compromise on both sides.

“More talks are planned for Thursday 2nd March, and we will do everything we can to avoid what would be unnecessary, and disruptive, industrial action.”

**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 agreement reached was not just on pay, it was a full package of changes.
- 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.
- To use school teachers as a comparison, they must hold a teaching degree or an undergraduate degree in another subject plus the Professional Graduate Diploma in Education (PGDE) or equivalent. It is also a legal requirement for any teacher teaching in a Scottish state school to be registered with the General Teaching Council Scotland. This is not currently the case for college lecturers. Additionally, by comparison, the top of the unpromoted teacher scale is £35,763.

### **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 1<sup>st</sup> 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%