

## Parliamentary Briefing: National Joint Negotiating Committee Discussions – National Bargaining in the College Sector

This briefing paper is an update from the discussions on pay and conditions of service for college lecturers between Colleges Scotland Employers' Association and the Educational Institute of Scotland (EIS).

### Improved, Final Lecturing Staff Pay Offer

The fifth pay dispute meeting took place on Thursday, 19 April 2018 and – following an improved, final offer from the employers – ended without an agreement. Disappointingly, the EIS has now formally rejected the employers' offer.

The employers made a final offer to the EIS which was an excellent, improved three-year deal aimed at ending the stalemate over pay. This pay offer for all lecturers represents a cash payment of up to £1,600 over a two-year period (2017/18 and 2018/19) and then a consolidated 2.5% pay increase for 2019/20.

This three-year pay offer is **in addition** to the pay harmonisation and migration agreed between the employers and EIS in May 2017 as part of National Bargaining, which culminates with the third successive annual migration payment on 1<sup>st</sup> April 2019.

#### Year 1: 1<sup>st</sup> April 2017 – 31<sup>st</sup> March 2018

All lecturers that received less than £600 during the first 25% of harmonisation will receive an additional unconsolidated payment to ensure that every employee will receive a minimum of £600.

#### Year 2: 1<sup>st</sup> April 2018 – 31<sup>st</sup> March 2019

All lecturers that received less than £1000 during the second 25% of harmonisation will receive an additional unconsolidated payment to ensure that every employee will receive a minimum of £1000.

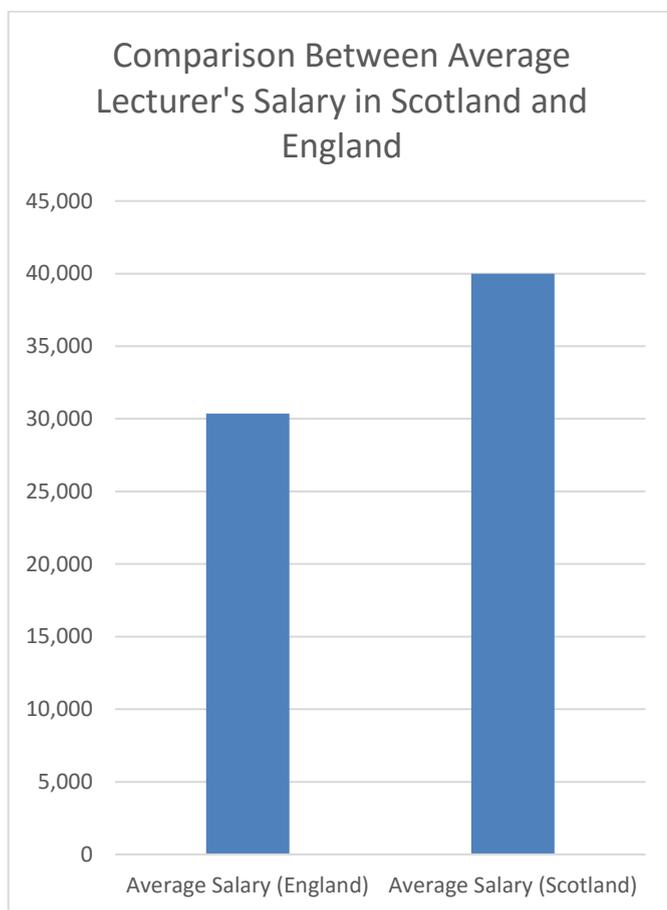
#### Year 3: 1<sup>st</sup> April 2019 – 31<sup>st</sup> March 2020

Immediately following the final 50% migration payment, a consolidated award of 2.5% for all lecturers.

This pay offer would **increase** the top of the lecturer salary scale to £41,027 in April 2019, with over 90% of lecturers across Scotland at the top of the scale.

### Harmonisation, Terms and Conditions

The final offer on the table would ensure that Scotland's college lecturers will be paid £40,522 on average by April 2019 – far more than their counterparts in England, who were paid on average £30,591 as of March 2017 (Source: <https://www.tes.com/news/tes-magazine/tes-magazine/lecturers-earn-more-scotland> Average FE England pay in 2015-16 was £30,288 which increased by 1% in 2016-17 with 2017-18 pay currently unresolved, so average pay for lecturers in England as of March 2017 is £30,591).



College lecturers across Scotland are already receiving an excellent deal with a 9% national average pay increase from harmonisation over the same three-year period – and this final offer takes that up to a national average rise of **12.2%** – plus 62 days' holiday, 23 hours weekly contact with students, and other terms and conditions either safeguarded or enhanced.

As a sector, we value our staff and the huge contribution they make, which is why we recompense our lecturers and support staff properly and provide excellent terms and conditions.

### **Colleges Have No Additional Investment for this Pay Offer**

The real terms investment in lecturers' pay from the harmonisation and migration already agreed over three years (2017/18, 2018/19, 2019/20) is costing colleges **£23.4 million** – equating to a national average of **9%** pay increase across the sector. The employer's offer to the EIS would cost an additional **£10 million**, and this offer already **exceeds** the level of funding available to the sector. In addition, the colleges need to make **3% efficiency** savings as set out within the recent Ministerial Letter of Guidance.

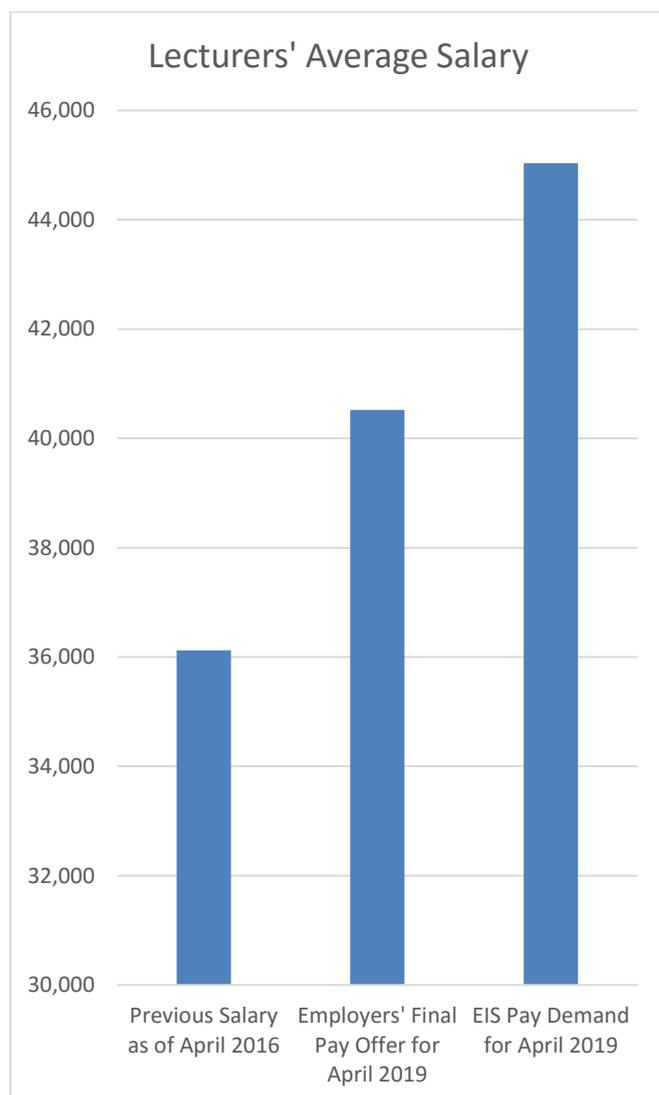
The EIS' **14.8%** additional pay increase demand would cost the college sector an unsustainable **£59.6 million** to finance, and this figure does not include the significant costs already incurred with improved conditions of service for lecturers, including working fewer teaching hours, increased holidays or colleges paying for unqualified lecturers to undertake the Teaching Qualification in Further Education (TQFE).

Approximately 1,500 lecturers don't have formal teaching qualifications, and colleges are committed to investing in our workforce by implementing professional registration by April 2019 and paying for those lecturers to gain a TQFE while, simultaneously, providing the 150 hours remission time it takes to complete within existing paid hours. The absence of a qualification does not preclude those lecturers from benefitting from the harmonisation process.

Colleges received a settlement from the Scottish Government's 2018/19 Budget, with a revenue increase of £36.9 million on the 2017/18 Budget plus 1% revenue uplift for the conversion from financial to academic year, equating to £4 million. However, £31.7m of this increase is ringfenced for funding National Bargaining while the remaining £5.2m is set aside for the implementation of the Student Support Review recommendations, so colleges do not have any extra investment for an additional pay offer. The Scottish Government has already substantially invested in pay and for better terms and conditions in the college sector.

Therefore, the additional pay offer must be found through colleges making efficiency savings. There is a finite pot of money available and the pay increase for 5,500 support staff members has to come from the same pot.

Under the employers' final pay offer the lecturer's salaries would move from an average of **£36,125** in April 2016 to **£40,522** in April 2019 – an increase of **12.2%**. The EIS' additional pay demand would take average pay to an unsustainable **£45,033** or an unaffordable **24.7%** rise.



## EIS Pay Demand Ruled Unaffordable

The initial EIS three-year pay demand which they presented to the employers on 19 April 2018 represented a **16.1%** pay rise on top of the agreed pay harmonisation and migration. In total, their three-year pay demand would cost the sector an additional **£70.1 million** and has been deemed unaffordable by independent validation conducted by the Scottish Funding Council:

*“SFC’s view is that the revised pay claim for the period up to 2018-19 is **unaffordable** at both individual college and sector level as the indicative funding will be insufficient to cover the sums involved unless there are substantial efficiencies made across the sector. These efficiencies would compromise the ability of the college sector to deliver on Ministerial priorities.”*

Subsequently, the EIS has revised their pay offer to one which equates to a **14.8%** pay rise over three years on top of the agreed pay harmonisation and migration – this would cost the sector an extra **£59.6 million**, which remains completely unaffordable for the colleges.

Furthermore, the EIS continually refuse to participate in a national job evaluation scheme, which we have encouraged them to do.

## **Jobs and Student Courses at Risk**

The decision of the EIS to continue with this needless dispute jeopardises colleges’ capacity to continue providing high-quality education and training for students. The reality is that with a finite amount of money available to colleges, pay deals must be affordable and sustainable, otherwise there is a serious risk of a reduction in student courses or in the numbers of lecturers being employed by the colleges. Surely no-one in the sector wants to put jobs at risk, but unless the EIS accept the final, improved offer on the table that is precisely what they are doing.

It is extremely frustrating that the EIS has summarily rejected this excellent offer as it would guarantee a minimum £1,600 increase for every lecturer plus a 2.5% consolidated rise across three years.

In addition to what is outlined above the final pay offer would also mean:

- The agreed harmonisation and migration payments are unaffected by this offer and the consolidated award takes place immediately after the final migration payment is made.
- The pay award will be applied pro rata for part-time employees.
- Non-National Recognition and Procedures Agreement colleges are encouraged to shadow the offer if accepted.
- A commitment for further discussion on changing the pay review date to September from 2020.
- Registration for lecturers from April 2019.
- Core national terms and conditions of service.

The revised offer is a very good one, which we are hoping EIS members accept.

## **Next Steps**

- The next proposed meeting of the NJNC – Side Table (Lecturing) is **Thursday, 31 May 2018**.

This briefing has been provided by Colleges Scotland Employers’ Association for Parliamentarians’ information. To discuss, or for further information, please contact: [employersassociation@collegesscotland.ac.uk](mailto:employersassociation@collegesscotland.ac.uk) or telephone 01786 892063.

Colleges Scotland Employers’ Association  
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