

## **Parliamentary Briefing – National Bargaining in the College Sector**

This briefing provides an update on the pay dispute between Colleges and the Educational Institute of Scotland Further Education Lecturers' Association (EIS-FELA).

### **EIS-FELA Strike Action**

Colleges Scotland Employers' Association has met the EIS-FELA on 11 separate occasions to try and resolve this pay dispute. Regrettably, the EIS-FELA left the last meeting on Thursday, 7 February 2019 fewer than 10 minutes into it after refusing to consult their members on the restructured additional pay offer from colleges.

We have now made five different offers to the EIS-FELA to try and end the dispute. We want to end this disruptive strike action and will continue negotiating with the EIS-FELA until an affordable and sustainable agreement for the sector is reached.

It is our view that the EIS-FELA continues to make unaffordable pay demands. This is the third time in the last four years that they have gone out on strike – it is how they negotiate. At the heart of this pay dispute is the EIS-FELA's insistence in trying to separate the substantial pay rises lecturers are receiving from 2017-20 due to salary harmonisation from the colleges' additional pay offer – what the EIS-FELA call a cost-of-living offer – for the same three-year period.

However, the pay increases from harmonisation are directly connected to the additional pay offer on the table over the same three-year period and cannot be separated – a pay rise is a pay rise, irrespective of where it comes from.

In October 2018, after negotiations and compromises by both sides, colleges reached agreement with the support staff trade unions (UNISON, Unite and GMB) and signed a two-and-a-half year pay and conditions of service deal.

As part of that deal, support staff – who receive 45 days' annual leave compared to 62 for lecturers – will go through a job evaluation process to consider issues of pay equality and, while lecturers have harmonised pay, the EIS-FELA has repeatedly refused to agree to job evaluation for lecturers, or negotiate pay alongside support staff. The job evaluation process for support staff is separate from pay harmonisation for lecturing staff.

The overall investment in lecturing staff from 2017-2020 is £65.8m and the overall investment in support staff over the same period is estimated to be £37.1m – see Appendix 1.

The EIS-FELA is looking to cherry-pick the best parts of the support staff deal, but we must look at the overall excellent package for lecturers. Any deal with the EIS-FELA must be affordable and sustainable for the sector, but if colleges were to give in to the EIS-FELA's pay demands it would mean fewer courses, fewer students, and fewer jobs in the college sector, which is in no-one's best interests.

The EIS-FELA has also indicated that they are looking for a significantly improved pay offer which is better than Public Sector Pay Policy, but the combined pay rises from harmonisation and the current pay offer exceed Public Sector Pay Policy and lecturers in Scotland are paid significantly more than their counterparts across the UK.

Finances are extremely tight in the sector and, on top of the annual three per cent efficiency savings all public bodies in Scotland are being asked to meet, the £10 million cost to colleges for the additional pay offer on the table must also come from making cuts.

## Excellent Offer on the Table

The EIS-FELA has rejected an excellent deal which would see lecturers' salaries across Scotland increase on average by **over 12%** – a cash increase of approximately £5,000 – over three years from the combination of pay rises from National Bargaining's salary harmonisation and the additional pay offer, with some lecturers seeing huge pay increases of over 60%. Figures for the colleges' restructured pay offer has been independently verified by the Scottish Funding Council and show that the national average pay increase over three years is £5,013 – see Appendix 2 for a breakdown for each college.

Any deal needs to take full account of the continuing constraints on the public purse, be sustainable and affordable for the sector, and mindful of the considerable benefits for lecturing staff already achieved through pay harmonisation and the improved conditions of service (and associated costs).

In addition to considerable pay rises, lecturers are also benefitting from significant improvements in their terms and conditions, including 62 days' annual holiday, a reduction in weekly contact with students to 23 hours, and excellent pensions provision.

Colleges have also committed to investing in the workforce by implementing professional registration by April 2019 and paying for those lecturers who don't have formal teaching qualifications 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 and additional pay offer. Nor does it prevent lecturers from progressing to the top of the pay scale.

As a sector, we value our staff and the huge contribution they make, which is why college lecturers in Scotland are the best paid in the UK and have such excellent terms and conditions.

## EIS-FELA Strike Escalation Threat to Students

The EIS-FELA balloted its members at the end of 2018 and narrowly met the 50% turnout requirement for a strike mandate with a 52.1% turnout. The EIS-FELA has taken its members out on industrial action for the third time in four years and EIS-FELA members have already taken to the picket lines on two occasions this year – Wednesday, 16 January 2019 and Tuesday, 5 February 2019. Further strikes are currently scheduled for:

- Wednesday, 6 March 2019
- Thursday, 21 March 2019.

The EIS-FELA is threatening to escalate the strike and in their official February 2019 newsletter they have stated that the *“proposed action will involve withholding assessment results – not from the students – but from management systems”*. If the EIS-FELA withhold assessments from colleges, it would wreak havoc with students' chances of moving on to other courses at college or going to university to study as the Scottish Qualifications Authority would not be able to externally verify the results and students would not receive certificates nor be able to graduate. This is an extremely serious development and reckless behavior by the EIS-FELA, which is wantonly playing with students' life opportunities. Action which is intentionally designed to adversely impact students is not the behaviour you would expect of educational professionals.

## Next Steps

Colleges are committed to mitigating the impact of strikes on their students. They are taking all measures possible to minimise the disruption to their students, however, there can be no doubt that the EIS-FELA strike will have a detrimental impact on student learning at a critical time in the academic year.

The reality is that with a finite amount of money available to the publicly-funded colleges, any agreement with the EIS-FELA must be affordable and sustainable for the sector.

Further information can be found in the opinion piece published by Tes at <https://www.tes.com/news/why-we-cannot-make-lecturers-better-offer-pay>.

Our door remains open and we will continue to engage and negotiate with the EIS-FELA until an agreement is reached, but it must be within an affordable financial envelope.

Colleges Scotland Employers' Association  
February 2019

## National Bargaining Financial Impact

	Indicative Costs (£ millions)				Cumulative Cost	Indicative Costs (£ millions)				Cumulative Cost
	Financial Year (FY)			Academic Year (AY)						
	FY 2017/2018	FY 2018/2019	FY 2019/2020	AY 2016/2017		AY 2017/2018	AY 2018/2019	AY 2019/2020		
Un-Promoted Lecturing Base Pay Agreement (9%)	3.7	7.8	18.3	29.8	1.7	4.7	12.4	19.7	38.5	
Promoted Lecturer Base Pay Agreement	0.7	1.3	2.8	4.8	0.3	0.9	1.8	2.9	5.8	
Changes to Annual Leave (62 days from 1st Jan 2018)	0.4	1.2	1.4	2.9	0.0	0.9	1.4	1.4	3.6	
Unpromoted Weekly Contact Hours (23 hours per week)	0.0	4.1	6.4	10.5	0.0	0.0	6.2	6.5	12.7	
Promoted - Reduced Weekly Contact Hours & Annual Leave	0.0	1.0	1.5	2.6	0.0	0.0	1.5	1.5	3.1	
Additional TQFE Lecturers new Bar point (50% College funded)	0.0	0.7	1.6	2.3	0.0	0.0	1.1	1.8	2.9	
Payments to achieve terms and conditions adjustments	0.0	0.2	0.1	0.3	0.0	0.0	0.3	0.0	0.3	
Pension scheme changes	0.0	0.9	1.5	2.4	0.0	0.0	1.4	1.5	2.9	
<b>Cost of Agreements for Lecturing staff</b>	<b>4.7</b>	<b>17.4</b>	<b>33.6</b>	<b>55.7</b>	<b>1.9</b>	<b>6.4</b>	<b>26.2</b>	<b>35.3</b>	<b>69.8</b>	
<b>Management Offer</b>	<b>3.0</b>	<b>1.4</b>	<b>5.8</b>	<b>10.1</b>	<b>2.4</b>	<b>2.9</b>	<b>5.8</b>	<b>6.0</b>	<b>17.1</b>	
<b>TOTAL COST LECTURING STAFF</b>	<b>7.7</b>	<b>18.8</b>	<b>39.4</b>	<b>65.8</b>	<b>4.4</b>	<b>9.3</b>	<b>32.0</b>	<b>41.3</b>	<b>86.9</b>	
Introduction of Job Evaluation (6%)	0.0	6.7	11.5	18.2	0.0	0.0	10.5	11.6	22.1	
Introduction of Job Evaluation - Middle Managers (3%)	0.0	0.4	0.8	1.2	0.0	0.0	0.7	0.8	1.4	
Additional Annual Leave for Support staff (45 days per annum)	0.8	1.2	1.2	3.3	0.0	1.2	1.2	1.2	3.7	
<b>Cost of Agreements for Support staff</b>	<b>0.8</b>	<b>8.4</b>	<b>13.5</b>	<b>22.7</b>	<b>0.0</b>	<b>1.2</b>	<b>12.4</b>	<b>13.6</b>	<b>27.3</b>	
<b>Cost of Agreement</b>	<b>3.1</b>	<b>5.6</b>	<b>5.7</b>	<b>14.3</b>	<b>3.9</b>	<b>5.6</b>	<b>5.7</b>	<b>5.9</b>	<b>21.1</b>	
<b>TOTAL COST SUPPORT STAFF</b>	<b>3.9</b>	<b>14.0</b>	<b>19.2</b>	<b>37.1</b>	<b>3.9</b>	<b>6.9</b>	<b>18.2</b>	<b>19.4</b>	<b>48.4</b>	
<b>Total Cost Predictions</b>	<b>11.6</b>	<b>32.7</b>	<b>58.6</b>	<b>102.9</b>	<b>8.3</b>	<b>16.1</b>	<b>50.2</b>	<b>60.7</b>	<b>135.3</b>	

## Un-promoted Lecturing Pay Analysis

COLLEGE	FTE	Harmonisation Only			Harmonisation plus Management Pay Offer			% Avg Increase***
		Max of Increase	Min of Increase	Average	Max Increase	Min Increase	Average	
West Highland	39	£16,135	£12,815	£14,477	£17,561	£14,241	£15,902	62%
Argyll	47	£15,029	£11,315	£14,077	£16,455	£12,741	£15,502	60%
Shetland	24	£12,272	£4,605	£6,566	£13,977	£6,031	£8,123	22%
Newbattle Abbey	5	£7,662	£4,822	£6,481	£9,088	£6,248	£8,014	15%
North Highland	51	£10,534	£4,206	£5,853	£12,239	£5,632	£7,390	20%
Sabhal Mòr Ostaig	7	£8,352	£1,948	£5,804	£9,778	£3,374	£7,316	7%
Orkney	23	£9,726	£4,849	£5,694	£11,431	£1,705	£7,196	20%
Lews Castle	36	£7,721	£4,673	£5,661	£9,106	£6,099	£7,117	17%
West Lothian	115	£12,561	£2,634	£5,375	£13,987	£4,060	£6,882	16%
Moray	81	£8,085	£4,419	£4,992	£9,511	£5,845	£6,468	17%
Borders	67	£9,472	£3,689	£4,777	£11,177	£5,115	£6,247	14%
Dumfries & Galloway	75	£10,348	£3,768	£4,721	£12,053	£5,194	£6,206	15%
Fife	336	£7,547	£1,572	£4,624	£8,973	£2,998	£6,081	15%
Inverness	170	£7,283	£3,689	£4,539	£8,709	£5,115	£6,012	15%
Forth Valley	225	£6,726	£3,699	£4,196	£8,152	£5,125	£5,667	14%
City of Glasgow	468	£7,288	£3,153	£4,150	£8,993	£4,579	£5,641	13%
Edinburgh	463	£5,843	£3,015	£3,478	£7,269	£4,441	£4,904	12%
Perth	167	£6,490	£2,980	£3,442	£8,195	£4,406	£4,881	12%
Dundee & Angus	258	£8,356	£2,207	£3,408	£10,061	£3,633	£4,871	10%
Glasgow Clyde	293	£7,418	£2,247	£3,224	£8,945	£3,673	£4,687	9%
Glasgow Kelvin	221	£5,000	£2,265	£2,653	£6,426	£3,691	£4,089	10%
Ayrshire	303	£5,674	£1,524	£2,605	£7,059	£2,950	£4,026	9%
New College Lanarkshire	346	£5,746	£1,394	£2,026	£7,172	£2,820	£3,451	8%
South Lanarkshire	120	£4,661	£1,394	£1,416	£6,087	£2,820	£2,841	7%
West College Scotland	315	£5,719	£1,141**	£1,557	£7,104	£2,567**	£2,982	6%
North East Scotland	220	£6,018	£0*	£1,223	£7,444	£1,426	£2,648	6%
<b>Grand Total</b>	<b>4,431</b>			<b>£3,598</b>			<b>£5,013</b>	<b>12%</b>

\* This represents the 170.8 FTE currently at the top of the North East Scotland College lecturer pay scale.

\*\* Presented figures exclude those on salary conservation.

\*\*\* Average percentage increase is presented netted off against any increments due under pre-migration local pay scales.

## Harmonised Pay Scale

Scale	1 <sup>st</sup> April 2019
1	£32,000
2	£34,007
3	£36,014
4	£38,020
5	£40,026

## Management Offer

Scale	1 <sup>st</sup> April 2019
1	£32,960
2	£35,027
3	£37,094
4	£38,780
5	£40,827

Scale point 3 is a Professional Gateway based on achieving a teaching qualification.