

Update on National Bargaining in the College Sector – March 2017

Key Facts

- National Bargaining has delivered pay increases for all college staff for 2015/16 and 2016/17, and the focus must now be firmly on delivering a modern and flexible sector, which rewards staff appropriately, meets students’ needs, and supports economic growth and prosperity for Scotland.
- The ‘Terms of Agreement’ reached in March 2016 with the EIS is a total package, with pay and changes to conditions of service being inextricably linked.
- The ‘Terms of Agreement’ provide for a planned salary migration plan over the next two years. Agreement has been reached with the EIS on this, which will result in an average pay increase of 9% for lecturers.
- As salaries are harmonised, pay increases for lecturers (excluding any cost of living increases) are guaranteed for the next two years.
- Compromise is required on both sides on terms and conditions. As things stand, the EIS proposals would cost over £30 million and include demands for 66 days annual leave and 21 hours class contact per week for lecturers. What the employers are offering is 55 days annual leave and 26 hours contact time, along with the pay increase.
- Providing financial reward without agreement on core conditions of service would be a grossly negligent use of finite public funds. Providing an average pay increase of 9% over the next two years to lecturers without making improvements in terms and conditions provides no discernible benefits to colleges, students or taxpayers. This is not what the employers signed-up for.
- Notwithstanding this, the EIS has indicated its intention to hold a full statutory ballot for industrial action.

Background

The reintroduction of National Bargaining to the college sector after an absence of over 20 years is a significant and complex undertaking. Following settlements with both the EIS and support staff trade unions for 2015/16 and 2016/17, the focus for on-going negotiations is now on terms and conditions of service. Pay and conditions are inextricably linked and it is important that we deliver one workforce for the benefit of both staff and students. Some of the benefits and challenges of delivering this are set out below.

Employers’ Interpretation of the EIS Position

Some progress has been made towards a settlement but the EIS position on core terms and conditions of service has not moved. The EIS negotiating position is understood to be:

Management Side Interpretation of EIS Position
(i) Annualised hours of up to 800 hours.
(ii) 21 hours class contact per week (max 24 hours for short term cover).
(iii) 66 days annual leave for both unpromoted and promoted lecturers (no movement).
(iv) Lifetime conservation of salary.
(v) Automatic progression with no bar for existing staff. Salary bar at point three for new staff.
(vi) Transfer to Permanent – sliding scale starting at one year.
(vii) Job matching criteria for promoted posts agreed (specific definitions and explanations of criteria level to be developed).

Lecturing Staff

Linking pay and conditions: setting and maintaining quality standards for college lecturers

Economic Benefit

College employers have always been very clear that their ultimate aim is to ensure that the college workforce is fit to deliver for the evolving needs of the students, employers and the economy. College lecturing staff are hugely important in nurturing and extending the skills needed to achieve Scotland's economic priorities, through developing a skilled workforce.

Pay and Conditions

Pay and conditions of service are intrinsically linked. To separate them would frustrate the delivery of a modern and effective college sector, and cost the public purse a significant amount of money with no discernable benefits. The employers have remained consistent on this point throughout the National Bargaining process. We also have a responsibility to ensure that the total remuneration package (not just pay in isolation) meets an equality impact assessment.

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, while the agreed top of the lecturer scale is £40,026.

The introduction of a National system and, with it a National Pay Scale, must be accompanied by National Terms and Conditions, standardising working hours and annual leave allowances for lecturers around the country in the interest of fairness and equity. This was part and parcel of our agreement with the EIS in March 2016 (a copy of the Terms of Agreement is set out below in Table 1).

The National Bargaining process is about rewarding a professional, flexible, modern workforce. It is about understanding the value of the lecturing staff and rewarding them appropriately. That value has to be mapped and understood to ensure that standards are consistent across the country. In order to do this effectively and fairly, in what is a very complex process, it has to be underpinned by sound principles and the transparency expected from public sector employers.

Professional Standards

For college lecturing staff to continue to deliver for the changing needs of their students, and in turn the needs of Scotland's economy, it is important that professional standards are similarly set, tracked and assessed. To ensure that there is consistency and quality assurance in the level of lecturing in colleges, just as there is in other parts of the education sector, college employers contend that professional teaching standards should be required. Agreement of this fundamental approach is crucial to implementing new National Pay Scales within the sector.

Progress

It is important to understand that while progress may be slower than many would like, returning National Bargaining to the college sector after an absence of over 20 years is a significantly complex undertaking. There must be a spirit of give and take in the negotiations.

A National Pay Scale and migration plan has been jointly developed, and pay is guaranteed for college lecturers (a summary of the costs are set out below in Table 2). However, in order to implement this, there has to be compromise on both sides on conditions of service. In summary, there cannot be more pay for less work. We remain committed to delivering a fair and equitable package,

with pay and conditions of service established together.

We are open to having constructive negotiations with the EIS, however the terms of the Agreement must be implemented in full. It is a total package, with salary and changes to conditions of service being inextricably linked. For the sake of students, the college sector and the taxpayer, it cannot only be about increasing pay.

Table 1

The Terms of Agreement (agreed in March 2016 by the EIS and the employers)

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.
(Implemented in Full)
2. To recognise that 1% / £300 whichever is the greater is an interim payment.
(Implemented in Full)
3. That in addition to the above, there will be a further flat-rated element of £100 paid in April 2016.
(Implemented in Full)
4. That this offer provides for a flat-rated pay uplift for 2016/2017 of £450.
(Implemented in Full)
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; *(In progress)*
 - b. a review of future workforce requirements within a joint process with shared data; *(In progress)*
 - c. to agree the roadmap by end of May 2016;
(Implemented in Full)
 - 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;
(Implemented in Full)
 - 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; *(In progress)*
 - f. the whole agreement will be subject to an equality impact assessment. *(In progress)*
 - g. there shall be no deduction made for strike action that took place on Thursday 17 March 2016.
(Implemented in Full)

Implementation dates on National Pay Scales *(In progress)*

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

Table 2**Summary of Lecturer Costing and Staffing Proposals**

Scenario	Annual Leave	Contact Hours	Year 1 25% Uplift	Year 1 Staff Change	Full implementation Cost/Saving	Staff change
EIS Proposal	66	21	+£6,636,750	+128.8	+£26,547,000	+515.0

Salary increases for Promoted Lecturing Staff are estimated to add a further £4.5 million to the sector pay bill.

Projected Salary Increases for Staff from Migration to National Salary Scales

Salary Increase Range	Lecturers (FTE)	Promoted lecturer Posts (FTE)
£0-999	159.5	243.5
£1000-1999	926.8	240.8
£2000-2999	563.6	179.8
£3000-3999	1124.1	124.0
£4000-4999	785.3	64.1
£5000-5999	418.5	36.7
£6000-6999	67.9	4.6
£7000-7999	67.9	3.8
£8000-8999	18.5	
£9000-9999	4.6	
£10,000-10,999	7.4	
£11,000-11,999	10.8	
Total Full-time equivalents (FTE)	4154.9	897.3

The average salary increase for a lecturer is £3,259 (9%) and £2,179 (4.9%) for promoted lecturers.

Employers' Association
March 2017