

**Friday 12 May 2017**

**COLLEGE OFFER FAIR AND REASONABLE**

Commenting after today's talks with the EIS, a spokesperson for the Colleges Scotland Employers' Association said:

"After a long week of intensive negotiations, today's meeting was adjourned after 10 hours to be reconvened next week.

"Despite extensive talks, we have been unable to reach an agreement at this stage. Our offer would give lecturers an average 9% pay increase and a salary of up to £40,000.

"In addition, our proposal comprises 24 hours teaching time per week, which is already the sector norm, and 56 days holiday per year with no detriment on existing staff holidays or salary conservation.

"This is a good offer and we believe the EIS should put this offer back to its membership. We continue to ask them to suspend the strikes while talks are ongoing. We have offered to meet the EIS again on Monday."

**ENDS**

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**Notes:**

- The deal on the table comprises a top lecturer salary of £40k, 56 days holiday (with no detriment on existing staff holidays) and 24 hours teaching time per week with the provision to increase timetabled teaching hours up to 26 hours in any eight-week period to cover short term increases in demand. It is worth noting that 24 hours teaching per week is the sector norm and that all but 4 colleges are on these hours. The sector average for annual leave is currently 60 days per annum.
- The EIS is seeking a reduction in teaching hours to 22 hours per week. This is less than school teachers who teach up to 22.5 hours per week and have a top of the salary of £36k.
- The EIS now recognises that terms and conditions of service are part of the March 2016 Agreement.
- A copy of the Agreement can be found on our website at <http://collegesscotland.ac.uk/news/media-releases/1013-terms-of-agreement-19-march-2016/file>.
- There are only three areas yet to be agreed: teaching hours, annual leave and salary conservation.
- The whole deal is subject to an Equality Impact Assessment.

- As recognised, a significant number of areas, including pay harmonisation elements have been agreed in principle over the past year.
- The proposals from the employers to resolve the three remaining outstanding elements are as follows:

Terms and Conditions		Staff in post at 31 July 2017	New Employees from 1 August 2017
<b>Salary Conservation*</b>		Where a member of staff is currently in receipt of existing local salary conservation arrangements these will be retained.	3 years at cash value.
<b>Annual Leave</b>	<b>Unpromoted Lecturers*</b>	Retain existing local terms.	56 days per annum.
	<b>Promoted Lecturers*</b>	Retain existing local terms.	<ul style="list-style-type: none"> <li>• Level 1 – 51 days per annum.</li> <li>• Level 2 – 51 days per annum.</li> <li>• Level 3 – 45 days per annum.</li> </ul>
<b>Class Contact</b>	<b>Unpromoted Lecturers</b>	24 hours plus 2 hours (within any 8 consecutive teaching week period), with annual hours of 880 (based on the Management Side interpretation of class contact).	24 hours plus 2 hours (within any 8 consecutive teaching week period), with annual hours of 880 (based on the Management Side interpretation of class contact).
	<b>Promoted Lecturers</b>	<ul style="list-style-type: none"> <li>• Level 1 – Up to 18 hours per week.</li> <li>• Level 2 – Up to 15 hours per week.</li> <li>• Level 3 – Up to 12 hours per week.</li> </ul> <p>(Note – from 1 August 2017 or date of appointment through matching process if differs)</p>	<ul style="list-style-type: none"> <li>• Level 1 – Up to 18 hours per week.</li> <li>• Level 2 – Up to 15 hours per week.</li> <li>• Level 3 – Up to 12 hours per week.</li> </ul> <p>(Note – from 1 August 2017 or date of appointment through matching process if differs)</p>

*Note: Any contractual move to another post and or college/employer means that existing local arrangements would cease.*