

Friday 30 June 2017

Joint Statement by the Colleges Scotland Employers' Association and UNISON

Following several weeks of negotiations on pay and leave in the Scottish National Joint Negotiating Committee for Support Staff in colleges, at a meeting in Stirling on Thursday 29 June 2017, a final position was reached between Support Staff unions (UNISON, UNITE, GMB) and Employers' representatives. The proposals will see all Support Staff in colleges receive a flat rate pay rise of £425 with effect from 1 April 2017 plus additional annual leave entitlement, giving an extra 5 days' holiday for many staff. The package will be put to members of all three unions in July and hopefully final ratification can be reached to allow payments to be made early in the autumn term.

Shona Struthers, Chief Executive of the Colleges Scotland Employers' Association, said:

"A proposed deal for support staff in colleges for 2017/18 was agreed following negotiations over a period of several weeks and we are pleased that the support staff trade unions are recommending that their members accept this. This is a pivotal moment for National Bargaining within the sector and although there is a lot of work still to be done which will require appropriate additional funding considerations, we are committed to making timely progress with the trade unions.

John Gallacher, UNISON Head of Bargaining, said:

"The style and content of discussions with the Employers has undergone a change and hopefully the national machinery can press on to further, positive national agreements. However, achievement of a fully comprehensive pay and grading model and set of conditions of service for Support Staff across all Scottish colleges will require investment by the Scottish Government and the Scottish Funding Council. If there is to be a generational shift on how college staff are deployed and remunerated then any monies spent seen as a transformational investment in Scotland's future, not a source of further efficiency and austere approaches to negotiations. Scotland's college students deserve the best support services available and our members are committed and motivated to deliver quality in the sector."

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NOTES:

1. The NJNC for Support Staff covers 20 out of 26 of Scotland's FE college, including around 5,500 staff (e.g. finance, ICT, Library and Information, Student Support, Guidance, catering, cleaning, estates etc.)
2. Prior to 2015, pay and conditions were determined at individual college level.