

**Tuesday 5 December 2017**

**Agreement Reached on Core Conditions of Service for College Lecturers**

The Employers' Association for Scotland's colleges reached agreement in principle with the Educational Institute for Scotland (EIS) last week on the outstanding elements of the 2017 Agreement for lecturers. Both sides are expected to ratify the Agreement before Christmas which will enable progress to be made on harmonising enhanced professional standards including the registration of all lecturing staff by April 2019.

A spokesperson for the Employers' Association said:

"All college lecturers across Scotland are receiving a very good deal – an average 9% pay increase with salaries of up to £40,000, 62 days holiday and other terms and conditions of service safeguarded and/or enhanced.

"Negotiations continue on the 2017/18 Pay Claim that has been submitted by the EIS for an additional £1,000 for all lecturers. Following the Employers' Association's response to this Pay Claim, the EIS yesterday advised that they are in formal dispute. This new dispute could result in more disruptive strike action across the country early in the new year. This would not be in the best interests of students and we would urge the EIS to reconsider their formal dispute.

"This further bid for increased pay is not sustainable for colleges. Colleges cannot afford to fund substantial pay rises for lecturers which are at the expense of delivering high quality education and training for students. We hope that lecturing staff across Scotland will not revert to strike action in support of this latest claim."

**ENDS**

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**Notes:**

- Link to Audit Scotland 2017 Report:  
[http://www.audit-scotland.gov.uk/uploads/docs/report/2017/nr\\_170622\\_scotlands\\_colleges.pdf](http://www.audit-scotland.gov.uk/uploads/docs/report/2017/nr_170622_scotlands_colleges.pdf)
- A copy of the November 2017 Agreement is below.

<b>November 2017 Agreement – Core Terms and Conditions</b>		
<b>Salary Conservation</b>		<p>Where a member of staff is currently in receipt of existing local salary conservation arrangements these will be retained.</p> <p>Position from 1 January 2018 – 4 years conservation.</p>
<b>Annual Leave</b>	<b>Unpromoted Lecturers</b>	<p>62 days – fixed</p> <p>No detriment for staff in post at 31 December 2017</p>
	<b>Promoted Lecturers</b>	<p>Level 1 – 62 days – fixed</p> <p>Level 2 – 60 days – up to 5 days can be taken flexibly, subject to operational exigencies of the service</p> <p>Level 3 – 55 days, the timing of which will be determined subject to operational exigencies of the service.</p> <p>No detriment for staff in post at 31 December 2017</p>
<b>Class Contact</b>	<b>Unpromoted Lecturers</b>	<p>23 hours plus 1 (maximum 8 hours in any 12 consecutive teaching week period), with annual hours of 860.</p> <p>Class Contact Time: 23 hours (FTE)</p> <ul style="list-style-type: none"> <li>• Teaching/Assessment.</li> <li>• Supervision of students</li> <li>• Tutorial Teaching/Support</li> </ul> <p>Where appropriate and as directed by college management:</p> <ul style="list-style-type: none"> <li>• Participating in agreed academic research</li> <li>• Additional curriculum development</li> </ul> <p>Additional 1 hour Class Contact (FTE) up to a maximum of 8 hours within any 12 week consecutive teaching week period</p> <ul style="list-style-type: none"> <li>• Cover in accordance with the above for sickness or other short term absence.</li> <li>• Where appropriate, and as agreed with college management, coordination/lead of internal verification.</li> </ul> <p>Weekly hours 23+1 and Annual hours of 860 (FTE) to be applied pro rata to part time staff.</p> <p>To be applied from 1<sup>st</sup> August 2018</p> <p>No detriment for staff in post at 31 December 2017</p>
	<b>Promoted Lecturers</b>	<p>Level 1 – Up to 17 hours per week</p> <p>Level 2 – Up to 12 hours per week.</p> <p>Level 3 – Up to 9 hours per week.</p> <p>This will be applied from 1 August 2018.</p> <p>Class Contact time will be based on the duties listed above for unpromoted staff, incorporating both the '23 hours' and the 'additional 1 hour'.</p> <p>No detriment for staff in post at 31 December 2017</p>
<b>Transfer to Permanency</b>		<p>2 years – to be applied from 1 April 2019.</p>

**Notes:**

1. Any voluntary contractual move to another post and/or employer means that existing local arrangements would cease. Colleges will comply with all relevant employment legislation.
2. Anyone currently working in the sector on a temporary, fixed term or other non-permanent contract will retain existing local arrangements on renewal of their existing contract or transfer to an equivalent permanent post. Where there is agreement within the college to amend an employee's existing hours or otherwise amends an existing contract existing local arrangements will be retained.
3. The whole Agreement is subject to ratification by both sides and the completion of an Equality Impact Assessment.