

For Immediate Release

Friday 18 May 2018

**DISAPPOINTMENT FOR COLLEGE SECTOR AS EIS REJECT
EXCELLENT DEAL FOR LECTURERS ON PAY**

Colleges Scotland Employers' Association is extremely disappointed that the Educational Institute of Scotland (EIS) has rejected an improved, final three-year pay offer.

The employers have now held five pay dispute meetings with the EIS to discuss revised and improved offers for lecturers' pay without reaching agreement.

This offer is an excellent three-year deal aimed at ending the stalemate over pay. This pay offer for all lecturers represents a cash payment of up to £1,600 over a two-year period – 2017/18 and 2018/19 – and then a consolidated 2.5% pay increase for 2019/20.

This pay offer is **in addition** to the pay harmonisation and migration agreed between the employers and EIS in May 2017 as part of National Bargaining, which culminates with the third successive and final annual migration payment on 1st April 2019. The colleges' pay offer and uplift in salary from National Bargaining has increased the top of the lecturer pay scale to **£41,027**, with over 90% of lecturers across Scotland at the top of the scale.

Commenting, John Gribben, Director of Employment Services at Colleges Scotland Employers' Association, said:

"It is extremely frustrating for the college sector that the EIS has rejected this excellent, improved three-year offer as it would guarantee a cash payment of £1,600 for every lecturer to cover the first two years followed by a consolidated 2.5% increase.

"The average pay for lecturers from the uplifts of National Bargaining combined with this additional offer would increase from **£36,125** in April 2016 to **£40,522** in April 2019 – a rise of **12.2%**, and yet the EIS still won't accept the deal. They are demanding a combined **24.7%** pay increase over this three-year period, which is unsustainable for the sector.

"Colleges hugely value their staff and the significant contribution they make, which is why our lecturers and support staff are properly recompensed and provided with good terms and conditions.

"College lecturers across Scotland are already receiving an excellent deal on pay with a 9% national average pay increase plus 62 days' holiday, 23 hours weekly student contact time, and other terms and conditions either safeguarded or enhanced from the National Bargaining deal agreed in May 2017, including professional registration by April 2019.

"Today's offer is in addition to those significant National Bargaining increases and would mean that Scotland's college lecturers will be paid **£40,522** on average – far more than their counterparts in England, who are currently paid on average **£30,591**.

"The decision of the EIS to continue with this needless dispute jeopardises colleges' capacity to continue providing high-quality education and training for students. The reality is that with a finite amount of money available to colleges, pay deals must be affordable and sustainable, otherwise there is a serious risk of a reduction in student courses and/or in the numbers of lecturers being employed by the colleges.

“The additional pay offer must be found by colleges making efficiency savings, and, as there is a finite pot of money available, the pay increase for both lecturers and support staff has to come from the same pot.

“The EIS’ **14.8%** additional pay increase demand **on top of** harmonisation would cost the college sector an unsustainable **£59.6 million** to finance, and this figure does not include the significant costs already incurred with improved conditions of service for lecturers.

“Surely no-one in the sector wants to put jobs at risk, but unless the EIS accept the final, improved offer on the table that is precisely what they are doing. We urge the EIS to put the final pay offer to its members and hope members accept to avoid unnecessary, disruptive industrial action which would cost jobs and damage the students’ experience and prospects.”

Notes

Final Pay Offer:

Year 1: 1st April 2017 – 31st March 2018

All lecturers that received less than £600 during the first 25% of harmonisation will receive an additional unconsolidated payment to ensure that every employee will receive a minimum of £600.

Year 2: 1st April 2018 – 31st March 2019

All lecturers that received less than £1000 during the second 25% of harmonisation will receive an additional unconsolidated payment to ensure that every employee will receive a minimum of £1000.

Year 3: 1st April 2019 – 31st March 2020

Immediately following the final 50% migration payment, a consolidated award of 2.5% for all lecturers.

Source for pay comparison between lecturers in Scotland and England:
<https://www.tes.com/news/tes-magazine/tes-magazine/lecturers-earn-more-scotland> *Average FE England pay in 2015-16 was £30,288 which increased by 1% in 2016-17 with 2017-18 pay currently unresolved, so average pay for lecturers in England as of March 2017 is £30,591*

ENDS

For further information, please contact Will McLeish, Head of Communications and Public Affairs:

Mobile: 07712 404397

Email: will.mcleish@collegesscotland.ac.uk