

Joint media statement from Colleges Scotland Employers' Association and UNISON, UNITE and GMB.

Friday, 21 September 2018: For Immediate Release

Ratification of Pay Offer with Support Staff Trade Unions

The Colleges Scotland Employers' Association has ratified a two-and-a-half-year pay offer for support staff in the college sector, which also delivers positive and progressive improvements to core conditions of service.

The offer is now the subject of a consultative ballot with negotiators representing the support staff trade unions – UNISON, UNITE, and GMB – recommending members accept the offer. The consultative ballot runs from Tuesday, 25 September to Wednesday, 3 October 2018 and it is expected that the ballot results will be available by Friday, 5 October 2018.

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

“This is a pivotal moment and an extremely positive development for National Bargaining and the college sector. If the offer is approved by support staff trade union members, it would provide long-term stability, certainty, and allow for the implementation of a national scheme of job evaluation.”

John Gallacher, Scottish Organiser, UNISON, and representing support staff trade unions, said:

“If our members accept this deal – as recommended by UNISON – it represents a significant staging post in National Bargaining. There is much still to be done on national job grades to achieve harmonisation and equal pay for support staff.”

Main details of offer

Pay:

Year one 1 April 2018 - 31 March 2019:

3% increase for staff earning less than £36,500 with a minimum payment of £650 (FTE)
2% increase for staff earning more than £36,500, with a maximum payment of £1,600 (FTE) for those earning more than £80,000.

Year two 1 April 2019 - 31 March 2020:

3% increase for staff earning less than £36,500 with a minimum payment of £650 (FTE)
2% increase for staff earning more than £36,500, with a maximum payment of £1,600 (FTE) for those earning more than £80,000.

Year three 1 April 2020 – 31 August 2020:

£300 (FTE) or 5/12ths Public Sector Pay Policy, whichever is greater.

A range of improved national terms and conditions of service, including:

Increase of annual leave from 44 days to 45
Commitment to developing a national programme of support staff training

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