

Friday, 19 October 2018

Comment on the £14 million Support Staff Pay and Terms and Conditions Agreement

Commenting on the pay and terms and conditions of service agreement reached with approximately 6,000 support staff in Scotland's 26 colleges, Shona Struthers, Chief Executive of Colleges Scotland Employers' Association, said:

"We are delighted that members of the support staff trade unions – UNISON, UNITE and GMB – have overwhelmingly voted to accept the two-and-a-half-year pay and conditions of service offer. This agreement is the culmination of a lot of hard work, serious negotiations and compromise by both parties and has delivered the best possible, affordable pay rises and improvements in conditions of service.

"This deal represents a £14 million investment in support staff and is a significant milestone for National Bargaining which provides long-term stability and certainty for support staff in colleges across Scotland.

"We know that we have more work to do, but we can now progress the implementation of a national scheme of job evaluation for support staff, and we will continue to work constructively with the support staff trade unions on the development of further national terms and conditions of service."

ENDS

Notes to Editor:

College support staff include: finance and HR; ICT; student support; support for learning; librarians; catering; cleaning; janitors and many more.

Pay agreement is as follows:

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 to 45 days; commitment to developing a national programme of support staff training.

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