

**Thursday, 25 October 2018**

### **Comment on Pay Dispute with EIS-FELA**

Colleges Scotland Employers' Association has expressed disappointment at the Educational Institute of Scotland–Further Education Lecturers' Association (EIS-FELA) rejecting a substantial three-year pay deal and continuing its unnecessary pay dispute.

At a pay dispute meeting held at the City of Glasgow College today (Thursday), EIS-FELA informed representatives for the colleges that they were rejecting a deal which would see lecturers' salaries across Scotland increase on average by over 12% over three years from the combination of pay rises from National Bargaining's salary harmonisation and the additional pay offer.

On Friday, 19 October 2018, it was announced that, after serious negotiations and compromises from both parties, colleges had reached agreement on a two-and-a-half-year pay, terms and conditions deal with UNISON, UNITE, and GMB, which represent approximately half of the staff members at Scotland's colleges.

Commenting on the ongoing dispute with EIS-FELA, John Gribben, Director of Employment Services at Colleges Scotland Employers' Association, said:

"It is extremely disappointing that EIS-FELA's intransigence and refusal to recognise the substantial average pay increases from National Bargaining's salary harmonisation are pay rises as it is destabilising the sector and threatening a significant number of jobs. A pay rise is a pay rise irrespective of where it comes from and they are rejecting a combined pay offer which would be the best ever deal for college lecturers and see average pay rises of more than 12% over three years.

"Lecturers in Scotland are already receiving a better pay deal than the 2018-19 Public Sector Pay Policy but, despite the terrific combined pay, terms and conditions package on offer, EIS-FELA is looking to go out on strike for the third successive year.

"EIS-FELA continues to mislead its members and make mendacious claims about the overall package being offered to lecturing staff in colleges.

"The colleges' final pay offer would increase lecturers' average pay from £36,125 in April 2016 to £40,522 in April 2019 – an increase of 12.2%. EIS-FELA's additional pay demand would take average pay to an unsustainable £45,033 – a 24.7% rise – costing colleges an additional £60 million, which is utterly unaffordable and would bankrupt the college sector. EIS-FELA is adopting an unreasonable, belligerent approach based on disingenuous claims when they should recognise and agree to the excellent combined pay offer for lecturers."

### **Notes to Editor:**

#### **Colleges' pay offer to lecturing staff:**

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

All lecturers who received less than £600 during the first 25% of National Bargaining 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 who received less than £1000 during the second 25% of National Bargaining 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% National Bargaining harmonisation payment, a consolidated award of 2.5% for all lecturers.

## **Outline of improved terms and conditions agreed for lecturing staff through National Bargaining:**

On top of the 9% national average pay increase from harmonisation over the same three-year period, lecturers are also receiving annual leave increases to 62 days' holiday, a reduction in teaching hours to 23 hours weekly contact with students, salary conservation ensuring the retention for four years where a member of staff is currently in receipt of existing local salary conservation arrangements, paid provision of 150 hours remission time within existing paid hours for approximately 1,500 lecturers who don't have formal teaching qualifications to gain a TQFE, plus other terms and conditions either safeguarded or enhanced.

## **Pay agreement for support staff 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.

The approximate 6,000 college support staff include: catering, cleaning, janitors, HR, ICT, student support, support for learning, librarians, and many more.

## **ENDS**

## **For further information, please contact:**

Will McLeish, Head of Communications and Public Affairs:

Tel: 01786 892063

Mobile: 07712 404 397

Email: [will.mcleish@collegesscotland.ac.uk](mailto:will.mcleish@collegesscotland.ac.uk)

Joanne Buchan, Communications and Public Affairs Officer:

Tel: 01786 892012

Mobile: 07590 229 707

Email: [joanne.buchan@collegesscotland.ac.uk](mailto:joanne.buchan@collegesscotland.ac.uk)