

Thursday, 24 January 2019

Update on EIS-FELA Strike Action

Colleges Scotland Employers' Association met with the Educational Institute of Scotland Further Education Lecturers' Association (EIS-FELA) today (Thursday) and held constructive negotiations to try and find a resolution to the pay dispute and end strike action.

At the National Joint Negotiating Committee meeting held in Glasgow, colleges presented a revised pay offer to the EIS-FELA and have called on them to suspend their planned strike action. This was the ninth pay dispute meeting.

Commenting on the colleges' revised pay offer, John Gribben, Director of Employment Services at Colleges Scotland Employers' Association, said:

"Colleges have tabled a revised multi-year pay offer to try and reach an agreement with the EIS-FELA and end their strike action. The EIS-FELA is considering this offer and we have agreed to hold further discussions with them on Thursday, 31 January.

"The financial envelope hasn't changed as this revised offer would still cost the college sector £10 million, but the offer has been restructured in a way that should be more appealing to the EIS-FELA.

"The substantial pay rises which the majority of lecturers are receiving from salary harmonisation over 2017-20 cannot be separated from the additional pay offer covering the same time period. Finances remain tight for colleges and they must make cuts elsewhere to fund this £10 million pay offer.

"Lecturers in Scotland are by far the best paid across the UK and through salary harmonisation and the current offer on the table from colleges, lecturers' pay would rise over three years on average by over 12%, or more than £4,000. There have also been improvements in lecturers' terms and conditions, including 62 days' annual holiday, a reduction in weekly contact with students to 23 hours, and excellent career average pensions."

Notes to Editor:

Restructured Lecturing Staff Pay Offer:

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

All lecturing staff receive a £425 unconsolidated payment

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

All lecturing staff receive a £200 unconsolidated payment

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

Immediately following the final migration payment in April 2019, a consolidated award of Public Sector Pay Policy for all unpromoted and promoted lecturer scale points. This will be applied as 3% for salary points up to £36,500 and 2% for salary points above £36,500.

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.

ENDS

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