

Wednesday, 5 June 2019

Colleges Ratify Deal Agreed in Principle with EIS-FELA

Colleges have ratified an agreement reached in principle with the Educational Institute of Scotland Further Education Lecturers' Association (EIS-FELA), which is another significant step towards ending the ongoing industrial action affecting the sector.

Colleges Scotland Employers' Association met in Stirling on Wednesday, 5 June 2019 (today) and unanimously agreed to approve the total package offer on the table on behalf of colleges. The EIS-FELA Executive is currently balloting its members with a recommendation to accept, with the ballot closing on Monday, 10 June.

Under the terms of the agreement in principle, all lecturers will receive £400 unconsolidated and £1,500 consolidated – covering a period of three years and five months – and on the terms and conditions, there is clarification on flexible working arrangements and observation of learning.

The deal runs from 1 April 2017 to 31 August 2020, bringing the pay period for lecturers in line with support staff workers, but the additional £17.5 million cost of the deal will all have to be met by colleges making cuts and there was recognition that it places the sector under further financial pressure.

Commenting, Shona Struthers, Chief Executive of Colleges Scotland Employers' Association, said:

“It is good news that colleges have ratified the offer on the table to the EIS-FELA, which is currently balloting its members. We'll find out the ballot result on Monday and, if the deal is accepted, it will end an unsettling period of industrial action for college students.

“Colleges' comprehensive offer to the EIS-FELA gives lecturers an extra £1,900, while providing clarity around flexible working and observation of learning.

“Lecturers in Scotland are the best paid in the UK, earning approximately £10,000 more than their English counterparts, and the pay harmonisation rises from 2017 to 2020, combined with the improved pay offer agreed in principle with the EIS-FELA, equate to a national average increase of over £5,000 – or more than 13%.

“Lecturers have already also had significant improvements in terms and conditions over the same 2017-20 pay period, including 62 days' holiday per year and the introduction of 23 hours per week class contact time.”

Notes to Editor:

The significant financial pressures facing the sector were highlighted by Audit Scotland in its report published on Tuesday 4 June 2019. A copy of the report can be found at <https://www.audit-scotland.gov.uk/news/colleges-financial-challenges-increase>

Pay Offer Details:

The combined pay rises from harmonisation and the pay offer agreed in principle increases the top of the unpromoted lecturer scale to £41,526 from April 2019, with over 90% of lecturers across Scotland at the top of the scale.

Years 1 & 2: 1st April 2017 – 31st March 2019

Lecturers will receive a combined unconsolidated payment of £400.

Year 3 + 5 months: 1st April 2019 – 31st August 2020

Lecturers will receive a consolidated payment of £1,500.

ENDS

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