

**Friday 3 March 2017**

**9% Pay Rise for Lecturers Over Next Two Years – Strike Threat “Totally Inappropriate” During Constructive Negotiations**

Commenting on the EIS announcing an indicative ballot on industrial action as negotiations on pay and conditions are ongoing, Shona Struthers, Chief Executive of the Colleges Scotland Employers' Association, said:

“We had a day of constructive negotiations with the EIS on Thursday and made good progress towards finding solutions. The meeting was adjourned and we agreed to continue talks during March, which we are totally committed to doing.

“There remains a number of complex issues still to be resolved, but we hope to build on yesterday's progress. It is important that National Bargaining is successful so that colleges have the modern and flexible workforce that can deliver for the needs of learners and the economy, now and in the future.

“Given yesterday's progress, it is disappointing and totally inappropriate that the EIS is threatening disruptive strike action while constructive talks are ongoing.

“Lecturing staff have already received a pay increase for 2016/17 which was above public sector pay policy recommendations, and we are fully committed to honouring the terms of Agreement reached last March, including paying the top of the salary scale of £40,000 for lecturers. A national pay scale and migration plan has already been jointly developed with the EIS which will give lecturers on average a 9% pay increase over the next two years.

“We came to the negotiating table on Thursday in good faith, open to compromise, and hoping to secure agreement on the implementation of the total package agreed in March 2016, which included bringing pay and conditions together.

“As things stand, on top of the average 9% pay increase, the EIS is demanding an increase in annual leave to 66 days and a reduction in class contact to 21 hours. In summary, more pay for less work, which is not in the best interests of students and is poor value for the taxpayer.

“Our message to lecturing staff is clear and constructive – your pay rise is guaranteed as per the terms of agreement. However, no payment can be made until EIS negotiators honour the total package agreed last March. To have pay treated separately from terms and conditions is not sustainable, and would bring no discernible benefits for students, the college sector or the taxpayer.

“We will do everything we can to work with the EIS to come to a fair and equitable resolution.”

**ENDS**

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**Notes:**

- The agreement reached in March 2016 was not just a pay agreement, it was a total package of changes (see Table 1 below for the full Terms of Agreement). The EIS interpretation of the agreement is focused only on pay.
- The “terms of agreement” provide for a planned salary migration plan over the next two years. Agreement has been reached with the EIS on this, which will result in an average pay increase of 9% for lecturers. Some lecturing staff would receive substantially more, while for others it would be less.
- As salaries are harmonised, pay increases for lecturers (excluding any cost of living increases) are guaranteed for the next two years.
- The employers are committed to paying lecturing staff the money agreed in March 2016 and this will be applied from 1 April 2017 and backdated if necessary. However, it can only be paid when the total package has been sufficiently developed.
- Compromise is required on both sides on terms and conditions. As they stand, the EIS proposals would be unaffordable at £30 million and includes demands for 66 days annual leave, 21 hours class contact per week, and no requirement for professional standards.
- Providing financial reward without agreement on core conditions of service would be a grossly negligent use of finite public funds. Providing an average pay increase of 9 % over the next two years to lecturers without making improvements in terms and conditions provides no discernible benefits to colleges, students of taxpayers.
- The employers, as public bodies, have a responsibility to ensure value for the public purse and cannot pay out above public sector pay increases for lecturing staff for nothing in return. The costs of the pay award are set out below see Table 2).
- The migration to the top of the pay scale as set out in the Terms of Agreement would mean that the average pay increase across the sector equates to 9%.
- A number of elements of the agreement have been delivered in full – these are sections 1, 2, 3, 4 and 5c, 5d, 5g.

**Table 1**

<b>Terms of Agreement</b>
<p>The offer is with effect from April 2015.</p> <ol style="list-style-type: none"> <li>1. To extend this settlement period to cover 2 years inclusive of 2015/2016. <i>(Delivered in full)</i></li> <li>2. To recognise that 1% / £300 whichever is the greater is an interim payment. <i>(Delivered in full)</i></li> <li>3. That in addition to the above, there will be a further flat-rated element of £100 paid in April 2016. <i>(Delivered in full)</i></li> <li>4. That this offer provides for a flat-rated pay uplift for 2016/2017 of £450. <i>(Delivered in full)</i></li> <li>5. To jointly develop a roadmap towards a harmonised workforce for the future, to include the following elements: <ol style="list-style-type: none"> <li>a. agreed settlement dates over a 3 year period, commencing April 2017, with agreed annual milestones in each subsequent year, built on an agreed principle of no detriment on pay; <i>(In progress)</i></li> <li>b. a review of future workforce requirements within a joint process with shared data; <i>(In progress)</i></li> <li>c. to agree the roadmap by end of May 2016; <i>(Delivered in full)</i></li> </ol> </li> </ol>

- d. the top of the un-promoted salary scale is currently £39,086. It is agreed that from 1<sup>st</sup> April 2016 this figure will be £40,026. This figure will become the top point of the new national pay scale for un-promoted lecturers. This will be the starting point for the development of this pay scale and associated migration plan;  
*(Delivered in full)*
- e. the EIS and Management Side will also immediately develop a common set of terms and conditions for all teaching staff by October 2016 or the earliest possible date; *(In progress)*
- f. the whole agreement will be subject to an equality impact assessment. *(In progress)*
- g. there shall be no deduction made for strike action that took place on Thursday 17 March 2016.  
*(Delivered in full)*

Implementation dates on National Pay Scales *(In progress)*

Dates	
Develop National Pay Scales	May 2016
Migration	August 2016
1 April 2017	25%
1 April 2018	50%
1 April 2019	100%

**Table 2**

**Illustration of Costs of the Two Years Pay Awards for Lecturers**

Number of Full-time Equivalent Lecturers	Year 1 (2015/16)		Year 2 (2016/17) Cost of £550		Overall % Increase over two years
	Cost of Year 1	% Increase	Cost of Year 2	% Increase	
5,163.43	£2,471,310	1.0% (see part 2 of the Terms of Agreement)	£3,691,853	1.5% (see parts 3 and 4 of the Terms of Agreement)	2.5%