

Monday 24 October 2016

Comment on the EIS Newsletter

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

"It is disappointing that the EIS believe that we are trying to unpick the pay agreement reached in March 2016 and it is disingenuous of them to claim that deadlines are being missed; this is a negotiation process, and not simply for the Employers to concede to unrealistic and unaffordable demands, therefore it will ultimately require an agreement by both sides. The agreement reached in March 2016 was significant, however it was the first step in a long and indeed complex process of returning to National Bargaining in the college sector after an absence of more than 20 years.

"There was no secret implementation note as suggested by the EIS. The deal was in effect 2.5% over two years. The first year being 1% or £300 for those earning less than £30,000. The second year was 1.5% converted to flat cash, which is what the EIS wanted, and this equates to £550. The £100 was paid upfront. Consolidating the £100 as part of 2015/16 increases the value of the award; it was never the intention to pay the £100 twice. No lecturer has lost £100 as this has been paid in full.

"The EIS refuse to discuss pay and conditions of service together, instead demanding that all lecturers are paid in excess of £40k with no requirement for changes to conditions of service. It would be difficult for the Employers to assess whether staff are meeting the demands of learners without some form performance appraisal.

"The Employers are confident that the agreement will be honoured in full. In order to deliver the full benefits to lecturing staff, it is vital that the EIS work with the Employers. We want to develop a dynamic modern workforce that will deliver real benefits for students and the economy, which is what we all signed up for. A great deal of work has already been done and the EIS has an important role to work with the Employers to help shape the workforce for the future and we hope that we can continue these discussions."

ENDS

For further information, please contact Joanne Buchan, Public Affairs and Communications Officer:

Tel: 01786 892012

Mobile: 07590 229 707

Email: joanne.buchan@collegesscotland.ac.uk