

Friday 24 March 2017

Students stand to gain nothing from unreasonable EIS demands

A spokesperson for the Colleges Scotland Employers' Association, said:

“Students and the college sector can only be damaged by the EIS’s unreasonable demands in the National Bargaining talks. Employers have already agreed to deliver an average 9% pay increase for lecturers over the next two years, but the EIS also wants an increase to 66 days holiday and a reduction to just 21 hours class contact for teaching staff, and remains unwilling to compromise on overall reforms to pay and conditions of service which were jointly agreed last March. The EIS demands can only mean less teaching time for students at a higher cost to the tax payer.

“As well as the 9% average pay rise over the next two years – following a pay increase for lecturers this year that was above public sector pay policy recommendations – we are offering 56 days annual leave and up to 26 hours class contact time. We firmly believe this is a good package that people in other sectors would warmly welcome, yet the EIS seems determined go down the road of disruptive strike action instead. We have agreed to meet again on Thursday 30 March 2017 to continue talks”.

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 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.
- The cost of harmonisation of lecturers’ salaries (both full time and part time) is estimated to cost £27m. This does not include the cost of promoted posts or the costs associated with any increase in annual leave or a reduction in class contact.
- 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 2016 and backdated if necessary. However, it can only be paid when the total package has been agreed.
- 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.
- 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

The Terms of Agreement (agreed in March 2016 by the EIS and the employers)

Terms of Agreement
<p>The offer is with effect from April 2015.</p> <ol style="list-style-type: none"> 1. To extend this settlement period to cover 2 years inclusive of 2015/2016. <i>(Implemented in Full)</i> 2. To recognise that 1% / £300 whichever is the greater is an interim payment. <i>(Implemented in Full)</i> 3. That in addition to the above, there will be a further flat-rated element of £100 paid in April 2016. <i>(Implemented in Full)</i> 4. That this offer provides for a flat-rated pay uplift for 2016/2017 of £450. <i>(Implemented in Full)</i> 5. To jointly develop a roadmap towards a harmonised workforce for the future, to include the following elements: <ol style="list-style-type: none"> 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> b. a review of future workforce requirements within a joint process with shared data; <i>(In progress)</i> c. to agree the roadmap by end of May 2016; <i>(Implemented in Full)</i> d. the top of the un-promoted salary scale is currently £39,086. It is agreed that from 1st 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; <i>(Implemented in Full)</i> 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; <i>(In progress)</i> f. the whole agreement will be subject to an equality impact assessment. <i>(In progress)</i> g. there shall be no deduction made for strike action that took place on Thursday 17 March 2016. <i>(Implemented in Full)</i>

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

Summary of Lecturer Costing and Staffing Proposals

Scenario	Annual Leave	Contact Hours	Year 1 25% Uplift	Year 1 Staff Change	Full implementation Cost/Saving	Staff change
EIS Proposal	66	21	+£6,636,750	+128.8	+£26,547,000	+515.0

Salary increases for Promoted Lecturing Staff are estimated to add a further £4.5 million to the sector pay bill.

Projected Salary Increases for Staff from Migration to National Salary Scales

Salary Increase Range	Lecturers (FTE)	Promoted lecturer Posts (FTE)
£0-999	159.5	243.5
£1000-1999	926.8	240.8
£2000-2999	563.6	179.8
£3000-3999	1124.1	124.0
£4000-4999	785.3	64.1
£5000-5999	418.5	36.7
£6000-6999	67.9	4.6
£7000-7999	67.9	3.8
£8000-8999	18.5	
£9000-9999	4.6	
£10,000-10,999	7.4	
£11,000-11,999	10.8	
Total Full-time equivalents (FTE)	4154.9	897.3