

National Bargaining News

March 2017

News from the national negotiations

Overwhelming support to #honourthedeal

EIS FELA members have voted overwhelmingly in support of industrial action to demand that management honour the March 2016 pay deal.

An unprecedented 96.5% of members voted 'yes' to industrial action (strike action) in the indicative ballot, on a turnout of 63.5%. The FELA Executive has requested a statutory ballot, **and this is likely to begin week commencing 20 March.**

We have also seen significant developments since we entered the dispute with management several weeks ago...

Under the NJNC Pay Agreement, management are to implement the first 25% pay harmonisation element in April 2017. Management have refused to honour the agreement without also insisting we agree to revised T&C—with significant cuts as detailed in the last bulletin.

Management have claimed that changes to T&C are required to pay for the deal and to give increased 'flexibility' to the sector.

We believe the sector can afford the deal, and we will not trade T&C for equal pay.

We have had extensive meetings with management in recent weeks, with further meetings arranged between now and the

next NJNC meeting on 16th March.

These meetings have involved negotiation on a range of issues including class contact time, annual leave, TOFE, salary conservation and permanisation.

We have agreed pay points for promoted posts and are negotiating on a job matching process which will involve both management and EIS reps at local level. This process will consider 'job families' within a college rather than individuals, matching across to three nationally defined job profiles covering the first three levels of promoted posts.

Management have talked extensively about the need for 'flexibility' and a 'workforce for the future'.

We are equally clear that we want to see a Further Education fit for purpose and able to deliver high quality learning and teaching to our students.

This future has no place for zero hours contracts and the uncertainty that faces far too many of our part time, temporary staff.

It also has to include guarantees of time and facilities for meaningful CPD, including support for all teaching staff to achieve TOFE.

There is a direct trade off between class contact time and the quality of learning and teaching. That is why we are seeking 21 hours class contact across the sector, allowing proper time for preparation, marking, feedback and supporting our learners.

We are negotiating to deliver both equal pay AND equal terms and conditions—but not as a trade off where we are asked to sell one for the other!

We have further meetings scheduled with management next week and the following week.

We are continuing to push for the non nRPA colleges to be brought in—national means national, and that must include Shetland, Orkney and the other colleges still outside national bargaining.

We are still awaiting a response to the 2017/18 pay claim (of £1000 flat rated), and have been advised that it will be discussed at the Employers Association on 13 March, with a response at the next NJNC on 16 March.