

Terms of Agreement (*with progress report in red/green*)

The offer is with effect from April 2015.

1. To extend this settlement period to cover 2 years inclusive of 2015/2016.
Implemented by Colleges
2. To recognise that 1% / £300 whichever is the greater is an interim payment.
Not accepted as an interim payment by Colleges, but as a complete payment for 2015-16
3. That in addition to the above, there will be a further flat-rated element of £100 paid in April 2016.
Colleges have not implemented this correctly. The EIS has lodged a dispute, and had a dispute meeting with Employers. ACAS now involved. Separately, the EIS has lodged an Employment Tribunal to seek to recover the withheld £100 for 2015-16.
3. That this offer provides for a flat-rated pay uplift for 2016/2017 of £450.
Implemented by Colleges
4. To jointly develop a roadmap towards a harmonised workforce for the future, to include the following elements:
 - 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; **Colleges are refusing to implement**
 - b. a review of future workforce requirements within a joint process with shared data;
Not done
 - c. to agree the roadmap by end of May 2016; **Completed late, June 2016.**
 - 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;
Colleges are refusing to implement this part of the Agreement until they get longer working hours etc agreed by the EIS
 - 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;
Common (i.e. national) T&Cs have not been developed. EIS submitted a full set of national conditions in Summer 2016, but the Colleges are focusing on areas to significantly increase workload thereby preventing agreement.
 - f. the whole agreement will be subject to an equality impact assessment. **Not done.**
 - g. there shall be no deduction made for strike action that took place on Thursday 17 March 2016. *Implemented by Colleges*

Implementation dates on National Pay Scales

Dates	
Develop National Pay Scales	May 2016 National Pay Scales for both promoted and unpromoted staff were agreed in early 2017, but Colleges refusing to implement
Migration	August 2016 Migrations for both promoted and unpromoted staff were agreed in early 2017, but Colleges refusing to implement
1 April 2017	25% Colleges refusing to implement
1 April 2018	50% Colleges refusing to implement
1 April 2019	100% Colleges refusing to implement

Signature

Agreed at NJNC STL Meeting 16 June 2016:

NJNC Side Table Lecturers Roadmap (with progress report in red)

	Review of Future Workforce Requirements	
Implementation Dates	Pay	To jointly develop an agreement for a harmonised workforce for the future
June 2016	Develop National Pay Scales Agreed but Colleges refusing to implement College Roles and Descriptions Agreed but Colleges refusing to implement	Review of Future Workforce Requirements and develop a common set of terms and conditions for teaching staff by October 2016 No review of future workforce requirements initiated.
August 2016	Placement and Progression for Migration, Migration to National Pay Scales Agreed but Colleges refusing to implement	No common set of T&Cs yet agreed (March 2017)
October 2016		
April 2017	25% of pay harmonisation Agreed but Colleges refusing to implement	
April 2018	Further 25% of pay harmonisation Agreed but Colleges refusing to implement	
April 2019	Complete pay harmonisation Agreed but Colleges refusing to implement	

It is agreed by both Sides that the component parts included on the roadmap are not exhaustive.

Both Sides agree to enter into and conduct negotiations in good faith.