

The logo for the EIS (Further Education Lecturers' Association) features the lowercase letters 'eis' in a white, sans-serif font. The 'i' has a dot, and the 's' has a tail that curves upwards. The logo is set against a dark purple background that is part of a larger graphic element consisting of a purple square on the left and a red rectangle on the right.

FELA Further Education
Lecturers' Association

Official Dispute

WHY ARE LECTURERS STRIKING TODAY

Lecturers are taking strike action today as the last resort to get colleges to honour the deal they signed up to in March 2016. Put simply, colleges have broken an Agreement they made last year and now we have no choice but to act.

The Agreement with colleges in March 2016 delivered equal pay for lecturers across Scotland by 2019, with the first payment due in April 2017. At the moment, colleges get the same money to deliver the same courses to the same standards across Scotland – but college lecturers are paid differently depending on which college they are employed by, up to £12,000 a year difference. Colleges and the lecturers' union (the EIS) agreed different dates for equal pay implementation and harmonisation of Terms & Conditions across colleges in Scotland – all of which have been missed.

Last March's Agreement was part of a return to national bargaining to deliver national conditions of service, a key plank of SNP education policy in the 2011 manifesto. Local pay bargaining had led to a £12,000 pay gap for some lecturers in the sector, with huge differences in terms and conditions. We were forced to take industrial action in March 2016 after a year of negotiations failed to deliver a deal.

Fast forward a year, and colleges are refusing to implement the Agreement. They are now saying they will only implement the agreed pay elements if lecturers agree to worse conditions of service – such as increasing teaching hours, drastically reducing time for preparation & marking, ripping up pay conservation agreements and reducing annual leave by up to 21 days a year.

We believe these changes would have a disastrous effect on the quality of learning and teaching for students in all colleges, create an unmanageable workload and send stress-related absences soaring.

We understand that industrial action will impact on our learners as we approach end of year assessments and we have done everything possible to avoid industrial action. We have been talking with colleges for over a year – and they have frustrated our attempts to implement last year's Agreement.

Support us to build a fair college sector with well qualified staff that are fairly paid and fairly treated by colleges to deliver the best possible service to students and communities.

Support us in getting colleges to Honour the Deal!

Follow the campaign:

Like us on Facebook: www.facebook.com/honourthedeal

Follow us on Twitter: @EISUnion #honourthedeal

Visit the website: www.eis.org.uk/FELA/honourthedeal.htm

The logo for the Further Education Lecturers' Association (FELA) features the lowercase letters 'eis' in a white, serif font. The letters are set against a purple rectangular background that has a subtle gradient and a curved top edge. The 'e' is lowercase, while the 'i' and 's' are lowercase as well, though the 'i' has a dot. The 's' is a simple, elegant serif.

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HONOUR THE DEAL!