

National Bargaining News

Strike Bulletin #4

News from the national negotiations

Details of the Deal

Friday 19th May marked a significant victory for EIS-FELA members as Colleges Scotland were made to Honour the Deal. Following six days of strike action, a breakthrough was achieved, resulting in the EIS suspending its strike action and Colleges Scotland committing to implementing Phase 1 of the March 2016 pay agreement.

What is the May 2017 Agreement?

This is a single stand-alone agreement which becomes binding and active once it is ratified by the EIS-FELA membership and the colleges' Employers' Association.

The Agreement crucially means that the pay element of the March 2016 NJNC agreement will now be paid and also gives effect to NJNC Agreements made in principle in relation to certain aspects of terms and conditions.

Pay

Unpromoted Staff

Under the May 2017 NJNC Agreement, management have agreed to implement the first 25% pay harmonisation element which was due to have been paid in April 2017.

We have agreed migration rules for all current lecturers which

will take members onto a point on the new scale. We will issue a 'ready reckoner', but for the majority of the staff in the sector (those already at the top of their local scale, or who would be at the top by April 2019), the new salary point will be £40,026.

This means that for unpromoted members, 25% of the difference between existing and new scale point will be added to your existing salary, with a further 25% in April 2018 and the final 50% to complete the harmonisation process in April 2019.

Payment should be immediate on ratification of the deal and monies backdated to April 2017.

Promoted Staff

For promoted staff, we have agreed to three distinct pay points of £43,850, £46,925 and £50,000.

We have agreed a job matching process which will involve both management and EIS reps at local level. Training will be provided for all local reps and the matching process will run through the local JNC.

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. This is NOT job evaluation or job sizing.

This job matching process will be completed within three months of the Agreement being ratified.

Currently, we have agreed that there will be three levels for promoted staff. There will be more detailed guidance on each of these levels to facilitate the matching process.

It has also been agreed that where a member of staff is currently in receipt of existing local salary conservation arrangements, these will be retained.

There will therefore be no detriment to members in post at 31 July 2017.

In relation to new employees who will take up post from 1 August 2017, salary conservation is still being discussed and it is hoped that agreement on this will be reached by 1 June 2017.

Terms and Conditions

In addition to the pay elements outlined above, the May 2017 Agreement also covers class contact time and provides 'no detriment' on annual leave.

In addition, other NJNC agreements including those on transfer to permanence and TOFE remission time will also now be implemented.

Class Contact

We have been clear throughout negotiations that we want to see a Further Education sector fit for purpose and able to deliver high quality learning and teaching to our students.

Our arguments focused on the importance of prep time and an acknowledgement of the workload pressures members face. The May 2017 Agreement seeks to deliver our commitment to high quality education.

Unpromoted Staff

For unpromoted staff, a model of 23 hours contact time plus 1 hour directed duties was agreed subject to a 'no detriment clause' for existing staff.

The definition of directed duties has still to be finalised but will include activities currently undertaken by many lecturers in non-contact time.

Where this represents an improvement for current lecturers (and that includes a significant number of members currently teaching 24 hours, or even unlimited weekly contact within annualised hours contracts) they will move to this model.

This is subject to a maximum number of 860 annual teaching

hours and will take effect from 1st. August 2017.

Promoted Staff

Class contact for promoted staff is still the subject of discussion and it is hoped that this will be agreed by 1 June 2017 at which time further details will be issued.

We are seeking no detriment for existing promoted staff, and have agreement in principle on 12 contact hours per week for level 2 promoted staff and 9 contact hours for level 3.

Annual Leave

A 'no detriment' clause was secured for all existing lecturers—both promoted and unpromoted - in terms of annual leave.

Annual leave for new employees taking up post from 1 August 2017 is still under discussion for both groups of staff. This will be the focus of talks over the next week and we hope to be able to report on an agreed position shortly.

Transfer to Permanence

The May 2017 NJNC Agreement will also see significant improvements for staff on temporary contracts, with automatic permanence after

two years as of April 2019. Local agreements will remain in place up to this date.

The Professional Gateway

For those lecturers who are undertaking the TOFE or equivalent SCOF level 9 qualification, provision has been made through the May 2017 Agreement for the payment of all associated fees by college management.

In addition, all such lecturers will receive remission on the basis of 150 hours reduction in class contact over an academic year. Colleges will ensure that lecturers have one full day no class contact for the duration of the course. This is a gateway rather than a TOFE 'bar', so staff will not be prevented from progressing up the pay scales if college or personal barriers prevent completion of the award within the agreed time.

Despite the May 2017 NJNC Agreement, there is still considerable NJNC work outstanding in developing a national set of T&Cs.

The EIS negotiators are working hard to progress all areas as effectively and quickly as possible, and we will report outputs to members as timeously as possible.

Advice on catch up classes

At present, industrial action is **suspended**. The dispute is still 'live' until the Agreement is ratified by both sides. The EIS has issued clear guidelines on non-strike days during a dispute and catch-up classes on resolution of the dispute, not suspension. All members should take careful note of these guidelines and should alert their branch reps if they are asked to undertake additional duties outwith these guidelines. We are aware of a number of concerning attempts by Principals to breach existing local T&C and collective agreements using the dispute as an excuse, and we have alerted Area Officers to these issues.

http://www.eis.org.uk/Honour_the_Deal/CatchUpAdvice.htm



