

December 2018

[www.eis.org.uk](http://www.eis.org.uk)



## Message from the General Secretary

Dear EIS Representative,

I would like to take the opportunity with this final mailing for 2018, to thank you for your work on behalf of members over this session and to wish you a restful and enjoyable break.

I especially thank school reps for your sterling efforts in support of the 'Value Education, Value Teachers' Pay Campaign. Representatives played a big part in encouraging members to attend the National Demo on 27 October and in ensuring such a great turn out and result for our Consultative Ballot. Thanks also to FELA and ULA Reps for your work in your respective pay campaigns.

Let me take this opportunity to underline the importance we attach to your work as a representative, and to re-iterate the invitation to let us know if there is anything we can do to support your efforts.

Enjoy your holiday and happy new year!

Best wishes and thanks,



## Consultative Ballot Result

Scottish teachers have overwhelmingly rejected the 'final' pay offer put to them by the Scottish Government and COSLA in the Consultative Ballot which closed on Tuesday 20 November.

In an incredible show of solidarity, over 98% of those voting rejected the offer. Turnout in the ballot was more than 74%. This result demonstrates clearly that Scotland's teachers have had enough; and are demanding action.

**Action for Representatives:** Please display the ballot result poster included with this bulletin in your establishment.

## EIS-FELA Statutory Ballot

EIS-FELA have been in dispute since December 2017 over a failure to agree a cost of living pay rise. As a result of the failure to agree EIS-FELA are now moving to a Statutory Ballot for Strike Action. The ballot will open on Wednesday 28 November, closing on Wednesday 19 December. As with all statutory ballots, this is a paper ballot to FELA members home addresses and anyone who has not received their ballot paper by Friday 30 November should contact ([membership@eis.org.uk](mailto:membership@eis.org.uk)) or 0131 225 6244.

The original pay claim for 2017/18 was submitted in December 2016 and despite a lengthy delay in receiving any response from Management, the EIS-FELA Executive has continued to demonstrate a willingness to negotiate throughout the dispute resolution process and was even willing to consider a multi-year deal covering the years 2017/18, 2018/19 and 2019/20.

In an effort to move negotiations forward, the EIS-FELA Executive recently invited Management to make an adjusted offer based on public sector pay policy – acknowledging that this was the approach taken with the Support Staff. Despite these attempts, Management has steadfastly refused to enter into meaningful negotiations, conflating equal pay with a cost of living pay rise.

Management's pay offer consists of a 2.5% consolidated pay increase over three years (to be paid from April 2019) with only unconsolidated payments in 2017 and 2018, for some (but not all) members, further details can be found on the EIS Website [www.eis.org.uk/FELA/Ballot](http://www.eis.org.uk/FELA/Ballot).

**Action for Branch Secretaries:** Check the EIS membership list for your school and update online.

## Updating Membership Details

Membership lists are available online for you to amend as necessary; these can be accessed by logging into the EIS website. Should your list not be available please contact the membership department ([membership@eis.org.uk](mailto:membership@eis.org.uk)).

**Action for Representatives:** Check the EIS membership list for your school and update online.

## Members Views Needed

Following the success of the National Demo in Glasgow, and the recent Pay Ballot result, it's clear that our members are angry and looking for significant changes in Scottish education.

We are aware that pay is not the only issue facing our members with ever increasing workload, staff shortages and inadequate resources pushing many teachers to the limit.

For this reason, EIS is conducting a membership survey looking into key areas such as workload, teaching experiences and wellbeing. Owing to the breadth of issues that we are seeking views on, the survey itself will take around 15 minutes to complete, perhaps slightly longer should members wish to leave extended comments.

**Action for Representatives and Branch Secretaries:** We would really appreciate your efforts in encouraging members to fill out the upcoming survey.

## Save the Date: Headteachers' and Depute Headteachers' Conference

The EIS is holding a Headteachers' and Depute Headteachers' Conference on Friday 1st March 2019 at the Hilton Edinburgh Carlton.

Please keep a note of this date for your diary as more details will follow in future bulletins regarding Conference content.

**Action for Representatives:** Please make members aware of the upcoming conference.

## Council Election

The EIS Council is the principal executive committee of the EIS. It meets around five times a year, usually in Edinburgh, and at the AGM.

Nomination forms for members interested in standing for election to Council for 2019/2020 are available from your Local Association Secretary or Branch Secretary and from the EIS website [www.eis.org.uk](http://www.eis.org.uk)

**Action for Representatives and Branch Secretaries:** Please display the enclosed poster prominently within your establishment.

## EIS TUC Reps Courses 2019

### TUC Reps Training

**Edinburgh** (HQ Training Suite) - Nomination Return from Local Association Secretary by Friday 21 December

Mod 1 (17-18 Jan)

Mod 2 (28-29 Mar)

**Glasgow** (City of Glasgow College - Riverside Campus) - Nomination Return from Local Association Secretary by Friday 15 February

Mod 1 (7-8 Mar)

Mod 2 (30-31 May)

**Aviemore** (Cairngorm Hotel) - Nomination Return from Local Association Secretary by Friday 10 May

Mod 1 (30-31 May)

Mod 2 (12-13 Sep)

**Glasgow** – Autumn (City of Glasgow College - Riverside Campus) - Nomination Return from Local Association Secretary by Friday 30 August

Mod 1 (19-20 Sep)

Mod 2 (21-22 Nov)

### TUC H&S Reps Training

**Aviemore** (Cairngorm Hotel) - Nomination Return from Local Association / Branch Secretary by Friday 11 January  
(31 Jan – 1 Feb)

**Glasgow** (City of Glasgow College - Riverside Campus) - Nomination Return from Local Association / Branch Secretary by Friday 1 February

(21-22 Feb)

**Edinburgh** (HQ Training Suite) - Nomination Return from Local Association / Branch Secretary by Friday 19 April  
(9-10 May)

### Organiser Support

There are now five EIS Organisers based in offices in Edinburgh, Dundee and Glasgow who are available to support Local Associations, College Branches and University Branches.

A key part of their role is to support our campaigning agenda. If you wish assistance to organise a branch meeting or wish to invite the Organisers to a branch meeting, then please make contact at [www.eis.org.uk/Contacts/Organisers](http://www.eis.org.uk/Contacts/Organisers).

**Action for Representatives:** Contact Organisers if you wish further support or a visit.

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