

January 2019

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Teachers' Pay Campaign Update

A special Council meeting was held on 12 January to progress decisions in relation to the pay campaign.

Following on from the rejection by Salaries Committee of the COSLA revised offer of 7 January (available on EIS website), Council approved a move towards a statutory ballot for industrial action, with a formal notification being issued to Councils on 17 January and a starting date of Thursday 31 January for ballot papers to be issued.

We have made clear, however, to both Scottish Government and to COSLA, that despite setting in motion the process of an industrial action ballot, the EIS remains open to an improved offer at any point prior to the actual ballot papers being issued.

In response to this we received a letter from the Deputy First Minister on 10 January, where the DFM sets out the willingness of Scottish Government to improve the 7 January offer. A copy of this letter can be found www.eis.org.uk/Value-Education-Value-Teachers/DFM

At the moment, the DFM's letter is not an offer. Only COSLA, as our employers, can legally make an offer. COSLA has said it cannot consider making an offer until its Leaders meeting planned for 25 January.

The Special Council meeting agreed that if an improved offer is made before ballot papers are issued, then the strike ballot will be suspended and members will be consulted on the revised offer made. This would be a consultative ballot conducted electronically. As Council would be making a recommendation in the event of a ballot, it would be useful to know what the views of members are.

Action for Representatives: Please hold a school meeting, or deploy other means, to seek feedback from members on the strike ballot and on the potential new offer and convey this to HQ, ahead of the Council meeting planned for January 25th.

In respect of the industrial action ballot, please remind members of the importance of having their addresses up to date as the ballot is conducted by post.

Reminder: 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).

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

EIS-ULA Statutory Ballot for Strike Action

EIS-ULA has been in dispute since July 2018 over a failure to agree a cost of living pay rise.

As a result of the failure to agree EIS-ULA is now moving to a Statutory Ballot for Strike Action. The ballot will open on **Tuesday, 22 January 2019** and will close on **Tuesday 5th March 2019**. As with all statutory ballots, this is a paper ballot to ULA members home addresses and anyone who has not received their ballot paper by Thursday 24 January should contact membership@eis.org.uk or call 0131 225 6244.

In March 2018, the EIS-ULA lodged a joint pay claim for 2018/19 with the other four trade unions who participate in the New JNCHES pay negotiations. The claim included three main elements: a pay uplift of 7.5% or £1,500 whichever is the greater; a request to activate the Scottish Subcommittee of New JNCHES; and a request for a nationally agreed payment to recognise excessive workloads.

In May 2018, the Employers issued what was described as a full and final offer, with a headline pay uplift of 2% for academic staff. Following an initial consultative ballot, the EIS-ULA rejected this offer and lodged a dispute at New JNCHES over a failure to agree, specifying three areas in which progress was required: pay, a national payment to recognise excessive workloads and the Scottish Subcommittee of New JNCHES.

Despite further representations made during the dispute resolution process, there has been no movement from UCEA in terms of increasing the pay offer. No regard has been taken of the fact that the value of members' pay has declined and has continued to fall in recent years. The 2% pay uplift offered for 2018-19 will lead to a ninth successive real terms cut in pay for HE staff, resulting in a real terms pay cut of around 19% since 2009/10.

The only avenue left open to us in seeking to secure an improved offer is to ballot members for strike action. Further details can be found on the EIS Website www.eis.org.uk/ULA/StatutoryBallot

Action for ULA Branch Secretaries: Please ensure that ULA members are fully informed about these developments.

Save the Date: Headteachers' and Depute Headteachers' Conference

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

Themed 'Empowering Schools', the Conference will explore the developing empowering schools agenda in Scotland – what empowered schools could look like in practice; the implications for decision-making within each sphere of the education system; and the extent to which 'empowerment' might lead to greater equity and enhanced outcomes for children and young people.

General Secretary Larry Flanagan will address the conference, outlining the EIS vision of an empowered school system.

Speaking invitations have been extended to a number of key thinkers and contributors to the empowering schools debate:

- Professor Andy Hargreaves, leading educationalist, member of the Scottish Government's International Council of Education Advisers and proponent of 'leading from the middle'

- John Swinney, Cabinet Secretary for Education and Skills
- Gayle Gorman, Chief Executive of Education Scotland
- Maureen McKenna, President of ADES.

Please put the date in your diary as a first step towards ensuring that you continue to be part of the very important school empowerment conversation.

More information will be forthcoming and can be found at www.eis.org.uk/Meetings-And-Events/HTDHTConference2019

Action for Representatives and Branch Secretaries: Please draw the attention of relevant members to this notification.

Passionate About Professional Learning? Get Involved

Do you feel strongly about access to interesting, relevant, high quality professional learning? If so, becoming an EIS Learning Rep could be an opportunity for you or someone you know.

The primary role of the EIS Learning Rep is to engage with and support members on professional learning issues, as well as to take forward the professional learning agenda in the workplace. EIS Learning Reps either work within their own Local Authority area, or within their own further education establishment, sometimes on a multi-campus basis. EIS Learning Reps are not required to undertake casework or represent members.

They are approved by their Local Associations or Branch, receive training to undertake their role and receive time off to carry it out. Becoming an EIS Learning Rep is a great way to get involved in your union and to take a key role in supporting fellow EIS members.

For more information visit the EIS website at www.eis.org.uk/Become-Active/LearningReps-Intro

You can find out if there is a vacancy in your Local Association by visiting www.eis.org.uk/Contacts/LRs-Contacts or www.eis.org.uk/Contacts/LRs-FE-Contact for vacancies in college branches.

Action for Representatives and Branch Secretaries: Please ensure that members are aware of this opportunity.

Organiser Support

With major campaigns taking place in every sector of education, your EIS Organisers are available to visit and support you in your schools and branches. If you would like to arrange a time for your Organiser to visit, please contact them at www.eis.org.uk/Contacts/Organisers.

Action for Representatives and Branch Secretaries: Contact Organisers if you wish further support or a visit.

EIS TUC 2019 Reps Training

There are still some places left on the 2019 Reps Training. Please contact your Local Association Secretary to book a place:

Glasgow (City of Glasgow College - Riverside Campus)

NOMINATION RETURN FROM LOCAL ASSOCIATION SECRETARY BY FRIDAY 15 FEBRUARY 2019

Mod 1 (7-8 Mar) Mod 2 (30-31 May)

Aviemore (Cairngorm Hotel)

NOMINATION RETURN FROM LOCAL ASSOCIATION SECRETARY BY FRIDAY 10 MAY 2019

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 2019

Mod 1 (19-20 Sep) Mod 2 (21-22 Nov)

EIS TUC 2019 Health & Safety Reps Training

Glasgow (City of Glasgow College - Riverside Campus)

NOMINATION RETURN FROM LOCAL ASSOCIATION/BRANCH SECRETARY BY FRIDAY 1 FEBRUARY 2019
(21-22 Feb)

Edinburgh (EIS HQ Training Suite)

NOMINATION RETURN FROM LOCAL ASSOCIATION/BRANCH SECRETARY BY FRIDAY 19 APRIL 2019
(9-10 May)

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