

**FELA**

Further Education  
Lecturers' Association

Scotland's largest  
and most effective  
education trade union

**eis**

# OFFICIAL DISPUTE

# WHY LECTURERS ARE ON STRIKE TODAY

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Lecturers are out on strike today. This is our last resort since there is no other avenue left for us to secure a cost of living pay rise.

Like all public sector workers, college lecturers are seeking to ensure that our pay keeps up with the cost of living. We put in our pay claim in December 2016 and negotiations have ground on to produce a final offer that amounts to a consolidated pay uplift of 2.5% over three years.

Years of unequal pay between colleges was addressed by the pay harmonisation agreement reached after significant strike action. Now management is seeking to conflate equal pay with normal cost of living increases, resulting in what would amount to a pay freeze for some lecturers.

Management's latest offer amounts to cost of living uplift payments equivalent to an average annual increase of 0.2% and 0.8% respectively (unconsolidated) across the sector, for the first two years of this offer – nowhere near public sector pay policy. Management has argued that the sector cannot afford any more – despite large sums of money being transferred into Arms' Length Foundations and large increases being awarded to senior staff salaries.

At the same time, support staff in colleges have recently been awarded a pay deal in line with public sector pay policy, which is separate from and in addition to their harmonisation process. We are all working in the public sector.

In seeking to resolve this dispute, EIS-FELA has recently submitted an amended pay claim in line with the Scottish Government's Public Sector Pay Policy and similar to the settlement agreed with college support staff. Management says it is considering the amended claim but we are still waiting to see whether they will now – after 2 years - engage in meaningful negotiation.

College lecturers do what we do because we care about making a difference for students. We play a pivotal role in working to deliver improved life chances, generating a more skilled workforce and addressing inequality within society. Strike action is a last resort.

Support us to ensure that the vital work of college lecturers is taken seriously and that we are awarded a fair pay increase that meets the rising cost of living and is in line with public sector pay policy.