



Forth Valley College Dispute Timeline

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- **EIS FELA Branch received the consultation document on reform of teaching and administration functions in February 2020.**
- **On March 13th, EIS-FELA Branch at Forth Valley College published the result of an indicative ballot: 85% of EIS-FELA members were in favour of industrial action from a 72% turn out.**
- **20th March - Colleges closed for face to face teaching and learning due to COVID-19 pandemic.**
- **EIS General Secretary, Larry Flanagan, wrote to the College Principal in April 2020 and an online demonstration, attended by over 100 people including elected representatives, the NUS Scotland President and the STUC, highlighted the feeling of opposition to the College.**
- **As a result, the College decided that no member of staff would be forced to have a consultation meeting or job interview online or over summer. This effectively delayed the individual consultation and interview processes until August.**
- **Local Negotiating and Consultation Committees took place to oppose the contractual changes. Failure to agree was noted. The matter was referred to the NJNC Side Table in accordance with the NRPA as it has implications nationally.**
- **Management refused to hear grievances on the selection criteria for assessment of the lecturing posts. Consultation, assessment and interview process took place over August and September 2020. Members felt forced into undertaking this process as they were scared to lose their jobs.**
- **Another indicative ballot took place between 8-15th September which resulted in 68% turnout with 91% in favour of taking action short of strike action and 86% in favour of taking strike action. A statutory ballot on action short of strike action was launched in October 2020.**
- **Members took action short of strike action from November until 29 January 2021. This was as quick as a statutory ballot could be arranged after the indicative ballot due to the timescales imposed by the Trade Union Act 2016.**
- **Management refused a collective grievance on stress and anxiety as 'incompetent' for their procedures as it related to the ongoing dispute.**
- **Members were statutorily balloted for strike action. The ballot closed on 25th February 2021 with a 78% YES vote for strike action on a 55% turnout. At the same time, EIS-FELA members across the country were ballot to make this a national dispute. Members overwhelmingly voted for national strike action.**
- **Local and national strike action commenced in March 2021. The objective of the strike action is to overturn Forth Valley College's decision to introduce the role of Instructor Assessor – by returning or regrading all current Instructors Assessors to lecturers and to obtain an undertaking from the college that it will not put those undertaking the Lecturer role on poorer terms and conditions in the future.**
- **National EIS-FELA negotiators participated in numerous negotiations throughout March and April with the management side of the NJNC. Agreement was thought to have been reached in early April 2021 but the management side did not ratify! Eventually, the national dispute was resolved and agreement reached on 6th May 2021.**
- **The FVC branch reps have participated in, and continue to participate in, consultations and discussions with management locally at FVC. Reps continue to support staff at the College who are on Instructor Assessor roles and who are suffering acute stress and anxiety because of this. Members agreed to continue their strike action at FVC because agreement has not been reached on local implementation of the national agreement. Strike action continues until summer.**
- **Members and reps have engaged with politicians throughout the country and will be casting their ballots accordingly in the 6th May Scottish Parliament election.**

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