

EIS FELA Update

March 2020

Update—Coronavirus Shutdown

Coronavirus update

This is a difficult and worrying time for EIS FELA members, their families and students across Scotland.

Please, wherever you are, prioritise your own safety and wellbeing and that of your family and loved ones.

EIS FELA reps can be contacted centrally at felanegotiators@gmail.com—all six negotiators have access to this email and we will try to monitor it regularly.

FELA reps will continue to meet regularly online to support each other and to support members in any way that we can—there is further advice below.

Pay and NWPA

The NJNC Circular 01/20 indicates that ALL teaching staff should be paid “as if at work”.

This covers all teaching staff from day 1 of employment regardless of contract type.

Your college will make arrangements for timesheets to be submitted electronically or waived entirely.

We are seeking to establish best practice for staff with variable hours contracts whose hours fluctuate from week to week and you should also continue receive contractual pay.

Time off as a result of coronavirus related illness or caring responsibilities will be treated as special leave and will not count towards sickness absence entitlement or attendance management policies.

You should advise your HR department if you are unable to work from home during the shutdown, including mental ill health and any non-coronavirus related illness.

The NWPA will not be suspended during the shut down i.e.

normal T&C relating to annual leave, working week etc still apply. This includes colleges who are still “shadowing” the nRPA.

Working from home, supporting learners and assessment

We have sought an urgent meeting with the Scottish Government, SOA and Colleges Scotland as we do not feel the DFM’s statement on suspending the exam diet met the needs of college staff or learners.

We would advise members to wait for further guidance from the Scottish Government and SOA before making assessment decisions to ensure consistency between colleges and between the college sector and schools. We will seek similar agreements with other awarding bodies.

Expectations made on learners must reflect the fact that many of our learners have caring responsibilities, work in frontline roles or do not have the resources to access online learning from home. **Learners’ well-**

being must come before their educational outcomes—we will provide material for them to work on, where we can, but the expectation should be:

- What you can
- When you can
- If you can

Catch up arrangements and recruitment for 2020/21 session

We have asked for these items to be on the next NJNC agenda; we intend to continue NJNC meetings virtually during the shutdown.

Support in the event of financial hardship, serious illness or death of an EIS member

We know that some members’ households will experience financial hardship over the coming weeks and months. All members should be aware of the EIS benevolent fund <https://www.eis.org.uk/Benevolent-Fund/About> which is entirely confidential.