

National Bargaining News

CHRISTMAS "21 EDITION News from EIS/FELA National Reps

Bah Humbug! Say Colleges Scotland

After months of salary negotiations between EIS/FELA and Colleges Scotland, we now find ourselves yet again heading for dispute.

As we hurtle towards a festive break in colleges on the back of another incredibly challenging session for you all, **Colleges Scotland are playing the role of Scrooge** by offering you a pay cut in real terms yet again.

Colleges Scotland current offer is as follows:

A consolidated Pay Award of £850 on all scale points.

A one off payment of £150 "in recognition of the continuing hard work and dedication for the support of student learning and development carried out by lecturing staff during the pandemic."

In real terms this amounts to a pay cut of of around 5% on current RPI inflation figures

With inflation (RPI) currently running at 7.1% according to the [ONS](#).

To be clear the difference between "consolidated" and "one off" payments is that a consolidated payment means that your annual salary increases by the amount consolidated and that any future pay rises are added on to that new value. A one off payment means that this amount does not add on to your salary and any future pay increases do not include this amount.

Scrooge and Marley, sorry Colleges Scotland, are offering a derisory £150 to full time lectur-



ers, and wait for it, not even that amount to those of you on part time contracts. The £150 would be paid on a pro rata basis despite the fact that this is supposedly in recognition of your hard work and dedication during the pandemic. Part time staff have worked as hard and been as dedicated as full time members, yet this will not be recognised by the miserly offer being put to you.

Your FELA Executive has rejected this so called offer, as not enough, and a complete failure to recognise the commitment which you have shown in delivering high quality learning in the most challenging of circumstances imaginable.

Your Exec has reminded **Scrooge and Marley sorry again, Colleges Scotland**, that many of you have been running mini campuses from your homes with the additional overheads involved, that you are incurring additional fees due to GTCS registration, and most crucially that

your workload has dramatically increased at the same time as you are being expected to take a pay cut of around 5% on current RPI inflation figures.

We have made it clear that the longer they take to make a reasonable offer the more difficult it becomes for our members to accept as inflation continues to rise.

The ghosts of Christmas Past, Present and Yet to Come send clear messages to **Scrooge at Colleges Scotland** — we have accepted real terms pay cuts for far too long, we are currently doing more for less, and inflation is heading in the wrong direction for at least the next year.

We hope that a real terms Christmas Carol might bring them to their senses and that in true Scrooge fashion they will see the error of their ways and return in the New Year with a revised improved pay offer.

In the meantime we do not say Ba Humbug but instead well done to you all and Mer-ry Christmas when it comes.