

National Bargaining News

November 2018

News from the national negotiators

No movement on pay

Following our successful consultative ballot on pay, the National Joint Negotiating Committee (NJNC) met in Glasgow on 25 October with a single item agenda of pay. After meetings last year of up to 15 hours, this meeting lasted for a grand total of ... 27 minutes.

Management refused point blank to enter into any negotiations, repeating their mantra that “a pay rise is a pay rise” and that we have had a mythical 9% pay rise and arrived in the land of plenty.

Like students repeating wrong answers in the hope that they’ll magically become right, the Management Side overlook a number of key facts with this ‘line’.

They ignore the fact that some of our members—those at the top of the unpromoted pay scale at NESCoI, but also a number of

promoted members across the sector—have had no cost of living pay rise since 2016. None, zero, nada—not even the 1% derided by other public sector workers. Many more — including several large central belt colleges—gained very little from the equal pay uplift, and certainly nothing like 9%!

Secondly, it ignores that those who gained the most from the equal pay uplift did so because they had been systematically and disgracefully underpaid for years. We could have pursued this historic injustice; we could have demanded an immediate 100% uplift—but we chose to compromise, to act in good faith and to give the sector three years to deliver.

That good faith has been thrown back in our faces time and again by a Management Side which has shown utter con-

tempt both for Scotland’s FE lecturers and for our learners

Management claim to be concerned with “affordability” - strangely, this hasn’t affected the payment of cost of living pay rises to senior managers (on top of already bloated salaries) in some colleges.

Before the October meeting, we wrote to Management asking them to consider a new offer, reflecting public sector pay policy, acknowledging the deal struck with support staff which was separate and distinct to any harmonisation uplift.

We have been reasonable, and we have been patient. Our demand is simple—Management must negotiate, and negotiate NOW.

We have now requested a statutory ballot for industrial action and further details will follow soon!

TQFE arrangements

Doing TQFE this year? Remember that the new national agreement means you receive 150 hours class contact remission for the year, which should appear as one day per week in your timetable.

Your college should also be paying all fees for the course. Contact your local rep if you need help!

Transfer to Permanence

The national agreement on Transfer to Permanence takes effect from April 2019, and implementation details are now available in Circular 04/18. This will affect you if you are currently on a temporary, fixed term or other casual contract and will have completed two years’ service on or after 1 April 2019. Your permanent contract will be based either on your current hours (if they have remained the same for two years) or an average (if they have varied). Speak to a rep today if you have any questions!