

# National Bargaining News

March 2018

News from the national negotiations

## Pay dispute and negotiations update

After further dispute meetings with management in January and February 2018, we are making slow progress on pay.

We have not had a cost of living rise since April 2016, and we are in dispute nationally over the failure to agree a cost of living rise for 2017/18. Given that this pay year is now almost over, we have indicated to management that we would be willing to consider a multi-year deal—but that any rise must be consolidated and apply to all teaching staff in the sector.

Management's original offer, rejected by the EIS some months ago, was based on an unconsolidated offer which would apply only to some teaching staff.

We have made it clear that we cannot consider an offer which takes us further away from equal pay and offers no real pay raise for anyone.

Management continue to claim that lecturers have received a '9% pay rise' and that the sector cannot afford a cost of living rise without the potential for efficiency savings and job cuts. We

have challenged both claims.

The harmonisation uplift represents a payment to lecturers who have been systematically underpaid, often over decades.

We believe that the sector can afford a cost of living rise—when thousands can be spent on PR and branding, there is money which could be invested in teaching and learning—including recruiting and retaining highly qualified, professional lecturers.

Inflation is running at 4% - we cannot and will not accept a pay freeze.

### Promoted Job Matching Referrals

The first job matching referral panel met last month to consider the first of 11 colleges which have failed to match promoted posts at local level under the national bargaining agreement.

The referral panel is made up of two EIS reps, two members of the management side, Joint Secretaries and an independent chair.

It quickly became clear that the process will be even more time consuming than first anticipated, and at present we are awaiting dates for further meetings—an update will be sent to all affected colleges in due course.

### UHI update

EIS reps in the UHI region are taking a keen interest in proposals for "integration" between UHI Executive Office and four of the partner colleges—Inverness, Lewis Castle, North Highland and Moray (Perth recently withdrew from the talks, citing concerns over timescale and due diligence)

The exact nature of the proposals is still somewhat vague, and we are pressing for meaningful consultation and answers to key questions around job security, union recognition, pensions and national bargaining.

### Implementation of national T&C

The new national conditions set out in the May and November 2017 Agreements were overwhelmingly accepted in the recent national ballot.

Work is underway on an implementation note which will give detailed guidance to colleges and reps, and further reps' training will be arranged in due course.

The new national T&C cover class contact time, annual leave, conservation and transfer to permanence, with 'no detriment' rules applying to all staff continuously employed in the sector from 31 December 2017.