



Resolutions

Salaries and Conditions of Service

1. This Annual Conference instructs FELA Executive to oppose any attempts to breach National Bargaining and enforce changes to lecturers' contracts and terms and conditions of employment out with the properly recognised and appropriate bargaining process.
2. This Annual Conference instructs the FELA Executive to resist all management attempts to increase workload, including increasing class sizes and reducing contact time.
3. This Annual Conference reaffirms its opposition to job evaluation. However, it calls on the EIS to facilitate a national FOI requesting any completed (anonymised) job evaluations of student facing roles in Further Education.
4. This Annual Conference notes the growing use of, and reference to, hybrid working within the sector. It requests that the use of this as a working practice is closely monitored to gain a clearer picture. It also requests that communication from EIS FELA to members discusses the need to retain or reduce class sizes for online delivery, and highlights the importance of retaining our national terms and conditions, and the right all members have to retain these, irrespective of the type of delivery.
5. This Annual Conference notes the increased TQFE provision in Scotland from Aug this year, and requests that a national campaign be pursued to increase funding to colleges in the sector in order to allow more lecturing staff to undertake TQFE in the expected 2 year timeframe.
6. This Annual Conference welcomes the importance of a professional workforce, but notes that at the point of joining GTCS, many FE temporary and part time workers pay a disproportionately high amount of their earnings to the organisation. It requests that EIS highlight the higher use of temp staff in the FE sector, with a view to seeking a reduced membership fee for that category, along with giving consideration to assisting those on low incomes to cover the cost.
7. This Annual Conference notes that consumer prices are rising at the fastest rate in 30 years, with the rapidly increasing costs of food and energy bills leading to a Consumer Price Inflation of 5.4% (January 2022). The Retail Price Index in December 2021 was 7.1%.

This Annual Conference notes that ONS figures from January 2022 show that pay rises have failed to keep up with the rise in the cost of living.

This Annual Conference resolves to continue to pursue a fair and equitable pay settlement that does not leave members worse off at a time we are working harder than ever to support students through the Covid pandemic.

8. That this Annual Conference recognises the importance of FE representation on GTCS Council. This Conference instructs the FELA National Executive to negotiate an agreement with Colleges Scotland which will allow the elected FE representative on GTCS Council to attend meetings and act as a representative of FE lecturers in Scotland, such an agreement to reflect the current GTC Scotland Member Expenses and Compensation Scheme Policy (11 June 2014) which applies to EIS members in day schools.
9. That this Annual Conference calls on the FELA National Executive to devise a policy on maximum class numbers in both general and technical teaching rooms that equally applies to online classes as a matter of urgency. This policy should be communicated to colleges and members to ensure that colleges adhere to the said policy.
10. That this Annual Conference instructs the FELA National Executive to conduct an urgent workload survey for staff across the sector to gauge the level of additional work that has been incurred as a result of online teaching, dual teaching, adaptation of materials and the enormous increases in online communication traffic that lecturers have to deal with.
11. This Annual Conference notes, with concern, the lack of progress of national bargaining regarding Transfer to Permanent and Part-Time Variable contracts at Dundee and Angus College. This conference calls on the EIS FELA Executive to: revisit the 01/18 and 04/18 circulars in order to have fair and equitable contracts for all members.

Education and Equalities

12. This Annual Conference notes that 2017 EIS AGM passed a resolution which said, "This AGM calls on Council to promote and re-establish Anti-Racist Education firmly in the curriculum for every year group and sector; including training for all teachers and lecturers in light of the current political climate and as a way to tackle the rise in Racism."
This Annual Conference instructs the FELA Executive to:
 1. Investigate and report on the progress made in the FE Sector in promoting and re-establishing Anti-Racist Education, including training for lecturers.
 2. Identify actions which would lead to better promotion and re-establishing of Anti-Racist Education.
13. That this Annual Conference notes the importance of access to technology and equipment for students with Additional Support Needs. We instruct EIS FELA Executive to:

1. investigate and report on the current provision of staff CPD to meet the diverse needs of ASN students.
 2. lobby the Scottish Government for adequate funding to meet the needs of staff and students in relation to this and ensure equipment is fit for purpose.
14. This Annual Conference notes how digital media can be a valuable educational research tool but can also be used to spread misinformation, misrepresentation, and hate.
We instruct EIS FELA Executive to:
1. investigate and report on the current provision of Lecturing staff CPD in Digital Literacy across all subject areas.
 2. lobby the Scottish Government for additional funding to meet the needs of staff and students in relation to this and ensure that such CPD is fit for purpose.
15. This Annual Conference notes that despite the fact there is a greater emphasis on employability skills within supported courses, the opportunities for Supported Employment have diminished, in particular for students with Learning Disabilities. This Annual Conference calls for the EIS FELA Executive to:
1. gather information on the current Supported Employment opportunities available.
 2. campaign to promote more and better positive destinations for students with Additional Support needs including Learning Disabilities.
16. This Annual Conference notes the value of the Schools/Colleges Partnerships in strengthening educational provision and supporting transition to college. These partnerships however present challenges to Lecturers' workloads and the educational rationale may not always be clear.
This Conference calls on the FELA Executive to:
1. Gather information from across the sector on the current provision and challenges EIS FELA members face.
 2. Provide guidance to Branches on dealing with these challenges.

COVID-19

17. This Annual Conference calls on the EIS-FELA to campaign for additional funding for colleges, from the Scottish Government, to enable CO₂ monitors to be installed in every teaching room to help make face to face teaching as safe as possible for all concerned.

Miscellaneous

18. This Annual Conference calls on the EIS-FELA to utilise all the days of the working week when creating a calendar for meetings and training for representatives.
19. This Annual Conference notes the 'real terms' cut in funding to Scottish colleges and calls on the EIS-FELA to campaign for additional funding for colleges so the service our students and communities deserve can be provided.
20. This Annual Conference calls on the EIS to actively support the Scottish Trades Union Congress (STUC) campaign 'Our Climate Our Buses' campaign as a key driver of its wider campaign for a Just Transition. This Conference also calls for EIS support of the regional 'Take Back Our Buses' campaigns and calls on local politicians in all parties to commit to using the powers in the Transport (Scotland) Act 2019 – for public control and public ownership of bus services.

21. This Annual Conference notes the role that trade unions played in mobilising for climate movement events calling for action on Climate Change during the United Nations 26th Conference of the Parties in Glasgow in November 2021.

This Annual Conference instructs FELA Executive to:

1. report on the impact of EIS actions and events that took place in the lead up to, and during, COP26.
2. promote further appropriate actions and events on Climate Change.

22. This Annual Conference notes, with concern the lack of progress on consultation and legislation on college governance.

This Conference calls on the EIS FELA Executive to launch a publicity campaign which:

- 1) Highlights the need for better governance provision.
- 2) Highlights the need for a meaningful Trade Union presence on College Boards of Management.
- 3) Highlights the issues arising from the conflicts of interest in the make-up of the Scottish Funding Council Board.

23. This Annual Conference extends support and solidarity to all staff working within the NHS and Care Providers. This group of highly dedicated professionals have shown the real importance of working with dignity and respect and are the true heroes, ensuring the Health, Safety and Wellbeing of all who live within our communities.

This Annual Conference calls on the EIS FELA Executive Committee to use all forms of media communication to show our gratitude and thanks for all staff working during these unprecedented times.