



Resolutions

Salaries & Conditions of Service

- 1) That this Annual Conference notes the high reliance on temporary lecturing staff in the sector, and asks that FELA produce some materials which can be used to remind temporary lecturers of their contractual rights. It asks that some materials could take the form of posters which have higher visibility and may also serve the function of recruiting other temporary lecturers.

For Action:

- 2) That this Annual Conference notes with concern the varying practices of delivering academic guidance across the sector, and even within different sections within colleges. It recognises that students should have access to guidance as part of their course, and recognises the impact a lack of guidance is likely to have on the student experience, achievement and retention. It further notes that guidance happens within a lecturer's contact hours, and where this is not happening, there are workload implications for the lecturer. It instructs the EIS-FELA Executive to investigate to ascertain whether guidance is carried out in all courses, and as part of timetabled contact hours. It further instructs the EIS-FELA Executive to review the findings as part of the campaign that includes workload.

For Action:

- 3) That this Annual Conference calls on the EIS-FELA Executive to arrange for a survey of members to be carried out into their experience of HR's use of absence 'triggers' and their college 'absence management support' processes.

For Action:

- 4) That this Annual Conference calls on the EIS-FELA Executive to launch a national campaign for an additional day's holiday whenever there is a leap year.

For Action:

- 5) That this Annual Conference instructs the EIS-FELA Executive to investigate the levels of staff coming to work when they are unwell.

It further instructs the EIS-FELA Executive to conduct a national confidential survey of members to research the reasons for unwell staff attending work where that is the case.

For Action:

- 6) That this Annual Conference seeks to implement a Reasonable Adjustment Passport across the sector via the NJNC.

For Action:

- 7) That this Annual Conference opposes attempts by some colleges to cut the delivery time available for teaching units and calls on EIS-FELA Executive to lobby both SFC and Scottish government to ensure colleges make full use of the funding they are awarded to deliver units and not divert said funding for other uses. Further, this Annual Conference instructs the EIS-FELA Executive committee to take the necessary steps in order to negotiate a nationally recognised minimum delivery time allocation for accredited units of study in Further Education, via the NJNC.

For Action:

- 8) That this Annual Conference instructs council to promote membership of EIS-FELA to lecturers on supply, variable or temporary contracts, ensuring that all members are aware of their rights and protections regardless of contract type, signposting guidance relating to equality of opportunity, transfer to permanence and pay.

For Action:

Education & Equalities

- 9) That this Annual Conference notes the importance of students being taught by a qualified workforce and instructs the EIS-FELA Executive to conduct a survey of members to look at how widespread the practice is of teaching a subject / topic while not qualified. It would also ask if the lecturer has requested development in the area. As a result of the findings, it further instructs that this be incorporated into appropriate future FELA campaigns.

For Action:

- 10) That this Annual Conference notes the way the Tory government tries to use divide and rule tactics around racism to divert attention from the cost-of-living crisis. This Annual Conference therefore resolves to continue supporting Stand up to Racism initiatives and in particular to publicise the annual joint TUC/Stand up to Racism Trade Union Conference.

For Action:

- 11) That this Annual Conference notes the impact of the pandemic and the cost-of-living crisis on the well-being of our staff and students and instructs the EIS-FELA Executive to campaign for appropriate wellbeing courses to be made available.

For Action:

- 12) That this Annual Conference calls on the EIS-FELA Executive to undertake a national survey of the impact of both funding cuts and funding insecurity on the Health, Safety and Wellbeing of members.

For Action:

- 13) That this Annual Conference calls on the EIS-FELA Executive to meet with the SQA and other awarding bodies to highlight the quality assurance concerns which arise when colleges reduce the teaching time allocated to units.

For Action:

- 14) That this Annual Conference calls on the EIS-FELA Executive to mount a publicity campaign to highlight how effective Further Education provision can tackle poverty within our communities.

For Action:

- 15) That this Annual Conference calls on EIS-FELA Executive to campaign for the SFC to provide additional funding for useful learning to tackle the impact of austerity on our communities.

For Action:

Miscellaneous

- 16) That this Annual Conference calls on the EIS-FELA Executive to call for a ballot for both strike action and ASOS, the strategy to take the form of just one initial national day of strike action, and then ongoing ASOS and for this strategy to be publicised to members in advance of the ballots.

This Motion was withdrawn due to being overtaken by events

- 17) That this Annual Conference notes the importance of Health & Safety at work and instructs the EIS-FELA Executive to campaign for all Lecturing staff to have the opportunity to Health & Safety qualifications relevant to their Lecturing role.

New College Lanarkshire

Amendment to Motion 17

Proposed Amendment:

That this Annual Conference notes the importance of Health & Safety at work and instructs the EIS-FELA Executive to campaign for all Lecturing staff (delete and insert: managers to have the opportunity to (delete and insert 'complete Health & Safety qualifications relevant to their Lecturing role (delete and insert: Management roles).

Edinburgh College

Motion if amendment is accepted, would read:

That this Annual Conference notes the importance of Health & Safety at work and instructs the EIS-FELA Executive to campaign for all managers to complete Health & Safety qualifications relevant to their management roles.

This motion was remitted to the FELA Executive for consideration

- 18) That this Annual Conference calls on the EIS-FELA Executive to gather evidence and report to members on the impact of poor governance across the sector, detailing the costs to the sector and the impact on the individual colleges.

For Action:

- 19) That this Annual Conference calls on the EIS-FELA Executive to mount a campaign to reform College Boards to better reflect the needs of our communities.

For Action:

- 20) That this Annual Conference calls on the EIS-FELA Executive to investigate factors which lead to unequal and excessive workloads of Promoted Lecturers.

For Action:

- 21) That this Annual Conference instructs EIS-FELA Executive to instigate a campaign to bring all FE colleges currently covered by or shadowing NJNC/NWPA fully into the public sector.

For Action:

- 22) That this Annual Conference calls on the EIS-FELA to organise a national survey of members throughout Scotland's colleges to establish qualitative and quantitative evidence that investigates the extent to which staff throughout Scotland's colleges are experiencing high levels of unnecessary workload, increased class sizes, reduction in teaching time, and whether this is contributing to the mental health pandemic within the sector.

In the same survey:

- To investigate stress levels within the sector and identify the root causes.
- Seek to establish maximum class numbers whether online or on campus, to ensure that colleagues are not being negatively impacted by their working conditions.
- Encourage health and safety officers/ managers to conduct risk assessments, in class and online, to ensure the conditions are safe and healthy working environments.

For Action:

- 23) **Emergency Motion taken at Conference on the day**

That this FELA Annual Conference instructs the FELA Executive to request that the EIS recruits an organiser dedicated to assisting EIS-FELA.

For Action: