

**FUND
FAIR PAY
PROTECT
JOBS**

**FIGHTING
FOR THE
FUTURE
OF FURTHER
EDUCATION**

eis

FELA Further Education
Lecturers' Association

Why are college lecturers taking targeted action in Jenny Gilruth's constituency?

Colleges across Scotland are in crisis. A report, by Audit Scotland, recently cited an 8.5% real terms reduction in funding from 2021/22 is risking the very sustainability of the FE sector: a sector that is essential to the economy of Scotland.

A fair pay award for college lecturers forms one of six key demands of the EIS-FELA Fighting for the Future of Further Education campaign. Put alongside the other key demands, fair pay is part of a vision of a well-funded, learning focussed further education system for the public good.

Despite declining to mention it publicly, College Employers Scotland have been unable to make an acceptable pay offer to EIS-FELA and have not been able to guarantee that financing any pay award would not result in job losses.

Each lecturing job lost, aside from being a personal tragedy for the individual and their family, means a cut to course provision and a reduction in learning opportunities for the communities and people that colleges serve. EIS-FELA finds this unacceptable and will never trade jobs for pay.

The Scottish Government needs to work with College Employers Scotland to ensure that the pay award to college lecturers is fully funded. By doing so, they can make a clear commitment to no job losses resulting from any pay award.

Left with no option, members of EIS-FELA have been engaged in a 'work to contract' and 'resulting boycott' since May 2023. Such a decision has been extremely difficult for every member due to its impact on students.

College lecturers should have received a pay award a year ago and have weathered one winter already during a cost-of-living crisis. The delays caused by College Employers Scotland, alongside the absence of leadership from the Scottish Government must be addressed now. We are taking this message to Jenny Gilruth directly with our targeted strike action, as they are in a place to do something to end this dispute.

Collective action is challenging for EIS-FELA members, students and communities, but it is the only way to turn the tide in the fight for the future of Further Education. We have repeatedly warned both College Employers Scotland and the Scottish Government of the risk of escalation to targeted strike action. Both must now act to provide a fair pay award, job security and to avert the crisis of devastating cutbacks in the college sector.