

FIGHTING FOR THE FUTURE OF FURTHER EDUCATION

The logo for the Educational Institute of Scotland (EIS) features the lowercase letters 'eis' in a white, serif font against a dark purple background.

FELA Further Education
Lecturers' Association

The EIS-Further Education Lecturers Association (EIS-FELA) is the trade union for college lecturers in Scotland. Together, the EIS-FELA represents lecturers, negotiates contractual terms and conditions and campaigns on matters important to Further Education.

In October 2022, the EIS-FELA launched the Fighting for the Future of Further Education campaign. Through this campaign we hope to ensure that further education is as good as it can possibly be for the students and communities that colleges serve. You deserve nothing less than the best.

here are six key demands central to the Fighting for the Future of Further Education campaign:

1
**Establishing accountable
and supportive college
management**

2
**Securing a commitment
to fund the FE sector
fairly**

3
**Protecting Quality
Learning and Teaching
for all FE students**

4
**Embedding Fair
Work practices
for all**

5
**Reducing the burden
of unnecessary and
increasing workload**

6
**A fair pay
rise for
all lecturers**

The EIS-FELA believes that the Scottish Government and college leaders must take effective action on all six of these demands to ensure that Further Education is fit for the future. We would welcome the support of students like you to achieve these aims.

A fair pay rise for college lecturers

Securing a fair pay rise for all college lecturers forms one of six key demands the EIS-FELA have of college leaders and the Scottish Government. Pay is negotiated nationally within Further Education and college lectures should have received a pay award, for 2022/23, in September 2022.

Like you, college lecturers have spent the winter managing their finances in a cost-of-living crisis causing rising food and household energy costs. Despite stating that they recognise this, college leaders have failed to make a pay offer that will adequately address the issue. The latest offer of 7% over two years is simply not enough with inflation sitting at 13.5% - in effect meaning a 6.5% pay cut for lecturers.

Many college leaders are proposing cuts to course provision and lecturing staff numbers, through redundancies, that will have a significant impact on educational opportunities for students like you. Some college leaders have sought to link awarding their hard-working lecturing staff a pay rise by stating that any rise will lead to further cuts.

The EIS-FELA do not accept cuts to provision and believe that college leaders should publicly call on the Scottish Government, as we have, to increase levels of funding for Further Education. Fair funding for Further Education forms another of our six key campaign demands.

Industrial Action Short of Strike

College lecturers have been forced to take strike action almost every year for a decade. They have had to fight to negotiate their contracts nationally, fight for fair pay and fight back against attempts to replace their role with lesser qualified positions.

This year, college lecturers have been forced to engage in Action Short of Strike (ASOS) in order to try and secure a fair pay award. There are two forms of ASOS being carried out:

1) A resulting boycott. 2) A work to contract.

A work to contract means that college lecturers will no longer carry out duties above their contracted hours and outwith what is stated in their contract. Many colleges rely on college lecturers going above and beyond every day. Despite this, college leaders have failed to produce an acceptable pay award and as such can no longer rely on the goodwill of their lecturing staff.

A resulting boycott means that although your assessment work will be marked, and the results will be given to you verbally, they will not be entered into college systems. Taking this step has been difficult for your lecturers, who care deeply about your learning and your progress. However, despite months of warnings, college leaders have failed to produce an acceptable pay offer and as such, lecturers have been left with no choice but to take this action.

What can you do?

The support of students will be integral to securing an end to this pay dispute. You will feel rightly aggrieved and frustrated about this disruption to your learning.

The EIS-FELA urge you to contact college management and ask what they are doing to end this dispute, including what they are doing to secure better funding for Further Education. We also urge you to contact your local MSP to ask them to take the case of this dispute directly to the Scottish Government.

Lecturers and students deserve better from the Scottish Government and college leaders. It is time they stood up and made clear that they value the life changing educational opportunities that Further Education offers and valued the hard-working lecturing staff that deliver these opportunities.