

National Bargaining News

November 2020

News from EIS/FELA national negotiators

National Dispute Over Instructor Posts

EIS/FELA, your union, is now in formal dispute with Colleges Scotland over the downgrading of lecturer posts into instructor posts.

While colleges have employed instructors in the past, a practice EIS-FELA has resisted, some Colleges are now going further, downgrading lecturers by cynically renaming their role. It would be naïve to believe that the practice will stop there. Colleges Scotland the Employers' Association, chair Alex Linkston has openly stated that he expects other colleges to follow.

This is the reason why we are now in dispute nationally with Colleges Scotland.

We should be in no doubt that this is a major assault on jobs and terms and conditions, but also on the provision of high quality Further Education.

The move to replace the lecturing role in colleges seems to be entirely

driven by cost saving intentions and as far as we can see the replacement roles are not substantially different.

We believe we must act now to avoid a rolling out of this practise of downgrading or replacing lecturer roles with instructor assessor roles in order to protect the integrity and value of our profession.

We are firmly of the view that such an approach is a serious act of bad faith on the part of the employers and that it breaches National Agreements. As a result we have raised the matter formally at a number of NJNCs and eventually have had no choice but to declare a failure to agree.

Colleges Scotland claim that they "have no locus" in such matters locally and that it is for local management to deal with structural change. We disagree with them on this.

We have exhausted the disputes resolution procedure at the NJNC and are now in the process of discussing our next steps as the FELA Executive.

We have no alternative but to stand up to this attack on lecturers and the quality of FE provision in Scotland.

#Colleges **Need** Lecturers

I'm ready to

take action

to protect my

Profession

#Colleges **Need** Lecturers

National Campaign

We are in the process of launching a National campaign in defence of quality FE delivered by qualified and recognised FE lecturers.

The recently signed National Working Practices Agreement includes a provision for the compulsory registration of all FE lecturers in Scotland under the auspices of GTCS.

The replacement of Lecturers with Instructor Assessors could undermine the GTCS registration project which is part of national negotiations at their request.

EIS-FELA supports GTCS registration but would prefer it to be backed by legislation, as it is for schools, and be mandatory for all who teach and manage teaching in colleges from at

least the Principal down.

Our campaign will involve the following:

- Branch Meetings
- National online rally
- Online/social media campaigning
- Political pressure
- Possible industrial action

Look out for your branch meeting in November.

Look out for details of the National online rally and share all social media contact on the campaign.

For further information on the cam-

paign, follow the hashtags #CollegesNeedLecturers

Follow us on Twitter @EISfela

And visit our campaign webpage at

<https://www.eis.org.uk/>

To help us keep in touch with you regarding this dispute and other EIS campaigns, please keep your contact details up to date. You can log on to the EIS website to update your contact details here <https://www.eis.org.uk/Account/EISLogin>

Twitter: @EISfela