



FE ALERT !

Further Education News - November 2017

Essential reading for all support staff
working in Scotland's Colleges

PAY CLAIM 2018

UNISON Scotland and other Trade Unions are cranking up the pressure on the UK and Scottish Governments to make pay awards, for the first time in a decade, which match or better the cost of living. The want to make reparation for the thousands of pounds of income lost by workers in FE (and beyond) to the failed government policies of pay restraint and austerity.

Whilst the rises in FE in Scotland over the last three years have been better than average, with £425 for Support Staff in 2017, earnings have still not matched inflation.



College Support Staff and other Public Sector Workers are FED UP being rewarded with a ‘Pat on the Back’. (Watch our new video which highlights this situation and forward it on to spread the word.)

<https://www.unison.org.uk/our-campaigns/pay-up-now/>

“In 2018 our members should continue to press for more than they received last year. Many members reported that this was only acceptable in order to achieve an initial settlement for annual leave for many members in Scotland whose levels of leave languished behind the rest of the sector. We need a just and fair pay rise in line with inflation (currently 3% in September & October 2017) which is long overdue”.

Chris Greenshields, UNISON F.E. Chair.

FESCOM will discuss and agree the 2018 claim at its December meeting and lodge that claim with the employers early in 2018.

As always this is your Union and we are looking for your views.

What do you want our claim to be this year? What e/else do you want to see as part of this claim?

Pass your views and comments to your local steward. We will discuss them all at the next FESCOM meeting and publish some in our next members briefing.

TRADE UNION SEATS ON COLLEGE BOARDS

UNISON continues to campaign on the issue of establishing TU seats on FE Boards, as now exists for Higher Education Institutions. John Gallacher, Scottish Organiser, has written to Shirley Anne Somerville, Minister for FE stating:

The sector Employers need to make a decision as to whether the Trade Unions are viewed as important and constructive 'partners' in the development of the sector, or merely viewed as combatants on the collective bargaining battlefield which has characterised the first years of national bargaining.

Establishing Trade Union seats for the workforce (as the NUS represents the student body), would be a totemic symbol of the Sector bringing itself into twenty first century industrial relations.

NATIONAL BARGAINING

TERMS AND CONDITIONS FOR SUPPORT STAFF

We have now met the employers twice this year and have dates scheduled for a further four meetings before the end of February. We have highlighted the three key areas we wish to see prioritised for agreement. These are listed on the following table:

1	WORKING HOURS & ASSOCIATED ALLOWANCES (UNSOCIAL HOURS) OVERTIME RATES & PREMIUM PAYMENTS (to INCLUDE TOIL)
2	RE-DEPLOYMENT POLICY / PROCEDURES AND ORGANISATIONAL CHANGE
3	ANNUAL LEAVE

We have also highlighted an additional 18 areas where we are looking for swift progress to deliver new progressive national policies and procedures for support staff. We have also agreed to meet EIS colleagues in December to begin discussions on new Grievance and Disciplinary Policies for all staff. There

has been feedback from members in the sector concerned that current grievance procedures in some Colleges are neither fair nor independent. We will shortly be gathering your feedback on this issue.

Have you used your local Grievance Procedures? If so, what did you think?



NATIONAL BARGAINING

JOB EVALUATION FOR SUPPORT STAFF

Our next meeting with the Employers on the 22nd of November will tell us a lot about how close we are to reaching agreement on the way forward with National Job Evaluation for Support Staff. We expect no lesser treatment or investment for Support Staff, to complete the harmonisation exercise, than that enjoyed by our lecturing colleagues. We are hopeful that the Employers will work collaboratively with the three support staff unions to ensure that this is the case. Look out for our next members update in December for more detailed information.

Have you any thoughts or concerns on J.E.? If so, let us know.

LIVING WAGE ACCREDITATION

UNISON has been continuing to press the sectors leaders to implement the April 2015 Pay Award which promised that Scotland's Colleges would be Living Wage accredited by December 2016 and bring some hope to the lowest paid workers in Colleges – mainly outsourced workers in Security, Catering and Cleaning. It is nothing short of a national scandal that some Colleges have still not done so.

We have made this a standing item on the National Bargaining Support Staff side table and we understand that our pressure has been paying off with 15 Colleges now accredited. We will continue to press in order that the recalcitrant 11 (including two Colleges in the biggest College Region of Glasgow) do the right thing by these low paid workers.

If you see your Chair or Principal this Christmas, ask them what they are doing to address this issue in your College and let us know what they say. Better still, tell them to explain it to the low-paid workers in your College.

For more information on Living Wage Accreditation click on the following link:

<http://www.povertyalliance.org/index.php>

NEW MEMBERS AND NEW STEWARDS

We are strongest when we are united and organised. Many of you feedback to us that there are some colleagues who haven't yet joined us yet are happy to benefit from our agreements. Persuade them to join up as a member and consider whether you can do more by standing as a steward or even as a workplace contact.

<http://www.unison-scotland.org.uk/join/index.htm>



Thanks for reading and if you have any suggestions or questions or anything you want us to look into be sure to let us know (through your local steward).

[UNISON FESCOM](http://www.unison-scotland.org.uk/join/index.htm)

