



FE ALERT !

Further Education News - May 2018

**The official briefing of the UNISON Further Education
Scotland Committee (FESCOM)**

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

PAY CLAIM 2018



END OF MAY - STILL NAE PAY

As we pass through May and move towards the end of the academic year much activity has taken place around pay, migration to new pay spines and improvement to annual leave and terms & conditions. Unfortunately, and somewhat predictably, the vast majority of this activity has been centred on lecturing staff before they finish for their Summer holidays. Support staff again it seems are being treated like second class citizens in relation to prioritisation and progress.

Our call for a moratorium on re-structures leading to financial detriment for support staff was rejected and proposals resulting in cuts to support staff pay continue unabated, with the only national protection agreement in place being for lecturing staff.

As we reported in our last 'Alert' we submitted our pay claim to the Employers at the February meeting. As ever, at the heart of our claim was a continuing demand that in a sector with scarce resources we need to share what we have equally. We believe that the best way to achieve that is through flat rate awards. We are also seeking reparation for the thousands of pounds of income lost by workers in FE from previous low pay rises.

The employers invited support staff unions to a series of talks in April to move forward our agenda on pay and T' & C's. Some progress has been made with employers in recent weeks, however, at the side table meeting on 16th of May a dispute was declared over a failure to agree a package, with time running out before summer.

UNISON is hopeful that we can put the conflict of recent years behind us and agree a package which befits and rewards a workforce which has been under the cosh more than most, over the last few years and yet managed to maintain the high standards which our students expect and deserve.

We will keep members informed on how continuing discussions and formal dispute meetings go in May and June.

Wednesday 16 May 2018

FE Support Staff Pay Claim - Failure to Agree

A spokesperson for the Colleges Scotland Employers' Association, said:

"At the National Joint Negotiation Committee (NJNC) on 16 May 2018, a dispute was declared regarding the support staff pay and conditions claim.

"Both sides were unable to reach agreement, a failure to agree was recorded.

"Dispute meetings have been agreed to take place on 29th May and 7th June 2018.

"Despite this failure to agree, work will continue to seek to progress on all other matters under negotiation."

This joint statement has been issued on behalf of Colleges Scotland (representing the employers' side) and UNISON, UNITE and GMB (representing the employees' side).

TERMS & CONDITIONS FOR SUPPORT STAFF 2018

We have met Employers regularly over the last few months to progress the harmonisation of national terms and conditions.

We previously shared with you our prioritised areas for this year and we hope that a final package of T's & C's will see real improvements to the working lives of many of our members.

The main areas where we hope to see improvements are shown below:

1	T & C	HOURS OF WORK
2	T & C	UNSOCIAL HOURS WORKING
3	T & C	FIRST AIDER PAYMENTS
4	T & C	FIRE MARSHALL PAYMENTS
5	T & C	PAYMENTS FOR MENTAL HEALTH FIRST AIDERS
6	T & C	FIRE EVAC STAFF PAYMENTS
7	T & C	OVERTIME RATES
8	T & C	SHIFT PATTERN PAYMENTS
9	T & C	RATES FOR WORKING ON CLOSURE DAYS
10	T & C	RATES FOR WORKING ON ADDITIONAL CLOSURE DAYS
11	T & C	STANDBY PAYMENTS
12	T & C	CALL OUT PAYMENTS

A return to the Workhouses or Family Friendly Colleges?



We are seeking agreement on hours of work and payments for staff who are asked to work unsocial hours (such as after 6 at night or before 8 in the morning).

Some College Employers have a view that they want

Colleges to open longer without paying anything extra to staff who work these different hours. Our view is that enhanced payments for working unsocial hours is normal in many sectors and only staff who wish to do so should have to. Most Colleges in the sector have defined working hours in contracts, T's & C's or statements of particulars which fall between 8.30 and 5.

Question – How do you feel about the employers view that we should all be prepared to work after 6 at night or before 8 on demand and without enhanced remuneration for doing so?

Question – What other areas of your terms and conditions should we be prioritising for national agreement?

ANNUAL LEAVE

Annual Leave position for College Support Staff

	MAXIMUM LEAVE	Pre '16	NOW	INCREASE
	COLLEGE	S.S.		DAYS
1	CLYDE COLLEGE	49	49	0
2	D & G	43	44	1
3	COGC	42	44	2
4	KELVIN	48	48	0
5	AYRSHIRE	49	49	0
6	EDINBURGH	41	44	3
7	FIFE	42	44	2
8	WEST	49	49	0
9	WEST LOTHIAN	42	44	2
10	NCL	43	44	1
11	SOUTH LANARKSHIRE	47	47	0
12	NESCOL	42	44	2
13	NORTH HIGHLAND COLLEGE	39	44	5
14	DUNDEE & ANGUS	43	44	1
15	FORTH VALLEY	44	44	0
16	PERTH	43	44	1
17	BORDERS	44	44	0
18	INVERNESS	43	44	1
19	LEWS CASTLE	41	44	3
20	MORAY COLLEGE	41	44	3

As you know we are demanding completion of the exercise to harmonise annual leave by increasing leave upwards to 49 days for all support staff in Scotland's Colleges.

Leaving Annual Leave as it stands will result in 5 Colleges with 47, 48 & 49 days and approximately 75% of support staff on 44. This is neither harmonisation nor is it fair. It is also not, in our opinion, on a par with the increase in Annual Leave for lecturers or promoted lecturers in the sector.

The employers believe that 44 days is enough annual leave for anyone and that further increases would cause operational difficulties for the sector. We have pointed out that lecturers receive much more and their pay was harmonised up the way.

Astonishingly, support staff Unions discovered last week that while maintaining this argument for

Support Staff, Employers recently increased Lecturers Annual Leave by 2 days to 62 days!



Question - If you are one of the 75% are you happy with this?

Question - Do lecturers work so much harder than you that they deserve over 3 and a half more weeks holiday than you do?

MORE ANNUAL LEAVE ISSUES !

You have been letting us know that some local managers and College Employers are being "difficult" about carry forward agreements and trying to restrict when leave can and can't be taken.

The first instance can arise if you take a summer holiday in September of one year and July of the following due to the recent change in the annual leave year (at the employer's behest). This means that you are using more annual leave in one year than normal and less in the next. Most College Employers should recognise this and

be flexible however there are always one or two who may cause difficulties.

There are also cases where some managers decide to restrict when leave can and can't be taken, depending on which area you work. In our experience, support staff too often put the job before themselves but there will be times where this just isn't possible and the notion that leave will be restricted at certain parts of the year is unacceptable.

We have raised both of these issues as part of our national discussions and we will let you know how we get on.

JOB EVALUATION

As you know National Job Evaluation is coming to F.E. shortly. This will help us to analyse College Support Staff roles in the sector and allow the completion of harmonisation of grades.

We are happy to report that over £10m has been secured so far for the Support Staff Job Evaluation project. Support Staff pay increases, as a result of J.E., will be backdated to September 2018 regardless of how long it takes to complete.

We have also proposed that National Panels made up of College staff and Trade Union reps will score all roles in the sector.

Our position remains that J.E. should be...

- 1/ A national scheme run centrally with no local variation of grades or salary.**
- 2/ A scheme which provides a guarantee of “no financial detriment” to support staff similar to the harmonisation exercise for our lecturing colleagues.**
- 3/ A scheme which scores all College staff including senior staff and lecturers.**

LEARNER JOURNEY REVIEW

Like the recent Funding Review UNISON was invited along by the Scottish Government to contribute. As ever we ensured that the voices of support staff in Colleges were heard and we are satisfied that the sensible decision has been taken not to proceed with a national Admissions system.

Read the outcome of the review on the attached link:

<https://beta.gov.scot/policies/young-people-training-employment/15-24-learner-journey-review/>

Question - Do you have any concerns, let us know what you think?

LACK OF PROTECTION FOR SUPPORT STAFF AGAINST SALARY CUTS

As you know UNISON, in December 2017, called for an immediate moratorium on downgrading of support staff posts resulting in financial detriment to our members which was rejected by National Employers.

Our Management of Organisational Change paper submitted in early 2018 seeks to ensure that no support staff suffer downgrading or financial detriment following re-structures or organisational change.

Currently our lecturing colleagues enjoy significant security against pay detriment and we wish to bring to an end the devastating impact these reductions to earnings can have on a member's life and well-being. We refuse to accept that organisations concerned with the development and training of students cannot provide such guarantees for the relatively small number of staff affected by these decisions. Lecturers are immune from financial detriment, senior staff are rarely affected and we cannot allow this disgraceful practice to continue against support staff.

We submitted FOI's to all 21 NRPA Colleges on this issue and the results are as astonishing as they are infuriating.

An extract from this report is shown below:

Colleges downgrading staff over three years

62% of Colleges in the sector downgraded staff due to Job Evaluation or re-structure.

	Colleges	Colleges
	who downgraded staff	who didn't downgrade staff
1	CLYDE COLLEGE	D & G
2	COGC	WEST LOTHIAN
3	KELVIN	SOUTH LANARKSHIRE
4	AYRSHIRE	FORTH VALLEY
5	EDINBURGH	BORDERS
6	FIFE	LEWS CASTLE
7	WEST	MORAY COLLEGE
8	NCL	SABHAL MOR OSTAIG
9	NESCOL	
10	NORTH HIGHLAND COLLEGE	
11	DUNDEE & ANGUS	
12	PERTH	
13	INVERNESS	

One College (Kelvin) downgraded a member of support staff twice over 3 years. The staff member was seriously financially affected by this through no fault of their own and no effective attempts were made to assist the staff member exit financial detriment.

	Downgraded Twice	Total	Total	Total
	College			
		S.S.	L	S.M.
1	KELVIN	1	0	0
	Total	1	0	0

805 staff members were downgraded as a result of

restructure or Job Evaluation over the last 3 years. 71% (575) of these staff members were support staff against 0.25% (2) being senior staff earning over £70,000. 28% were lecturers (likely to be senior lecturers). This shows that the staff members most likely to be affected by detriment in the sector were those who could least afford it (support staff).

	Number of staff	Total	Total	Total
	downgraded by College			
		S.S.	L	S.M.
1	CLYDE COLLEGE	38	17	0
2	D & G	0	0	0
3	COGC	151	84	0
4	KELVIN	21	0	1
5	AYRSHIRE	18	17	0
6	EDINBURGH	180	0	0
7	FIFE	101	84	0
8	WEST	49	0	0
9	WEST LoTHIAN	0	0	0
10	NCL	3	0	0
11	SOUTH LANARKSHIRE	0	0	0
12	NESCOL	7	5	1
13	NORTH HIGHLAND COLLEGE	1	0	0
14	DUNDEE & ANGUS	4	17	0
15	FORTH VALLEY	0	0	0
16	PERTH	1	4	0
17	BORDERS	0	0	0
18	INVERNESS	1	0	0
19	LEWS CASTLE	0	0	0
20	MORAY COLLEGE	0	0	0
21	SABHAL MOR OSTAIG	0	0	0
	Total	575	228	2
	%	71%	28%	0.25%

Number of staff assisted to maintain old grade

Despite assurances given to Trade Union stewards that Colleges would help staff affected exit financial detriment the reality is one of unmitigated failure.

Only 3% (19) of the affected staff destined to lose money (through no fault of their own) were able to retain their grade. We know that without Trade Union intervention (proposals to help staff maintain grades) the 3% figure would be even worse.

	Percentage of Support	Total	Retained	Retained
	assisted to maintain old grade.		Grade	%
		S.S.	S.S.	S.S.
1	CLYDE COLLEGE	38	0	0%
2	COGC	151	0	0%
3	KELVIN	21	4	19%
4	AYRSHIRE	18	0	0%
5	EDINBURGH	180	10	6%
6	FIFE	101	1	1%
7	WEST	49	4	8%
8	NCL	3	0	0%
9	NESCOL	7	0	0%
10	NORTH HIGHLAND COLLEGE	1	0	0%
11	DUNDEE & ANGUS	4	0	0%
12	PERTH	1	0	0%
18	INVERNESS	1	0	0%
	Total	575	19	3.3%

Question - Have you ever suffered from downgrading and financial detriment?

Question - Did the College work with you to help you exit detriment and provide you with an enhanced re-training plan?

If so, we want to know about your experience.

LIVING WAGE ACCREDITATION VICTORY

Our campaign against the Colleges who have not yet become accredited Living Wage Employers continues relentlessly.

After years of pressure UNISON has eventually been successful in forcing one of the previously reported 6 non-accredited Colleges to become Living Wage accredited.

Kelvin College eventually became accredited recently and we hope that the low paid outsourced workers in Security, Cleaning and Catering don't have to wait as long before they see their poverty pay increased.



Well done to all concerned.

LIVING WAGE ACCREDITATION SHAME

You will remember that UNISON and the other support staff Unions were responsible through a pay deal in 2015/2016 for the introduction of the Living Wage in all of Scotland's Colleges for directly

employed staff. As part of the same deal Colleges agreed to work to achieve Living Wage Accreditation status by December 2016 which would see improvements to the salaries of workers within Colleges but not directly employed by Colleges.

In February 2017 College Scotland Chief Executive Shona Struthers apologised for the delay in implementation of this agreement and said, *“As part of our 2015/16 Pay Agreement for support staff, we are committed to the Living Wage and are working towards securing Living Wage Accreditation for all Colleges. Progress on this commitment has been limited due to delays to the settlement of the 2016/17 Pay Agreement. However, we are now in a position to work in partnership with the trade unions to take forward all of the agreed commitments as per the 2015/16 pay agreement”*.

The Minister for Education and Science Shirley-Anne Somerville also wrote to the SFC in March 2017 as part of her sectoral Ministerial Guidance saying *“there are currently 5 Colleges and 5 Universities, accredited as Living Wage employers. I ask that you build on this by encouraging more Colleges and Universities to become accredited employers”*.

Since then a further 11 Colleges have achieved this status taking the total Living Wage Accredited Colleges number to 16. Unfortunately, the 5 remaining Colleges we are told, are still reporting 'a work in progress' and are effectively thumbing their

noses at the Minister, Colleges Scotland, the rest of the College sector, the Trade Unions and worst of all low paid workers in Further Education.

The table of shame and missed deadlines is detailed below:

	NOT LIVING WAGE ACCREDITED COLLEGE	MONTHS SINCE DEADLINE IN AGREEMENT IN DECEMBER 2016	MONTHS SINCE COLLEGES SCOTLAND PROMISE TO ADDRESS IN FEB 2017	MONTHS SINCE MINISTER REQUESTED COLLEGES BECOME ACCREDITED IN MARCH 2017
1	CITY OF GLASGOW COLLEGE	17	15	14
2	AYRSHIRE COLLEGE	17	15	14
3	NEW COLLEGE LANARKSHIRE	17	15	14
4	NORTH HIGHLAND COLLEGE	17	15	14
5	INVERNESS COLLEGE	17	15	14

Living Wage and accreditation

<https://www.livingwage.org.uk/what-real-living-wage>

Minister's letter of Guidance (section 61)

http://www.sfc.ac.uk/web/FILES/AboutUs/SFC_Letter_of_Guidance_2017-18.pdf

Pay Deal with December 2016 deadline

<http://www.unison-scotland.org/2016/01/22/unison-hails-historic-pay-deal-for-further-education-support-staff-in-scotland/>

Colleges Scotland response to delay in implementation of Living wage accreditation in February 2017

<https://collegesscotland.ac.uk/news/media-releases/921-comment-on-the-living-wage-3-february-2017/file>

CITY OF GLASGOW COLLEGE

**We feel that this story on one of the 5
aforementioned Colleges which was exposed by
Glasgow City UNISON has to be read to be believed!**

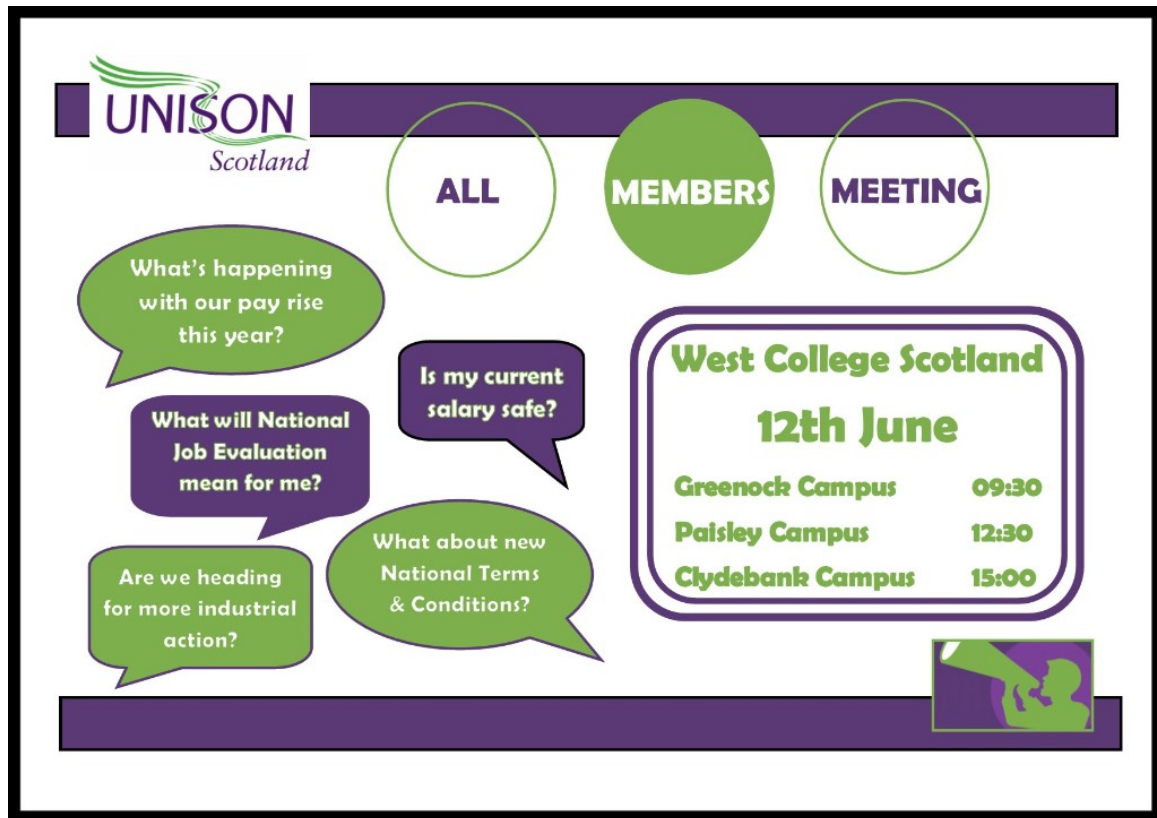


<http://www.unison-scotland.org/2018/04/16/unison-calls-on-scotlands-largest-college-to-pay-workers-the-real-living-wage/>

Although there is always money for pay offs!

http://www.heraldscotland.com/news/education/16207845.City_of_Glasgow_College_accused_of_2_1m_charity_quot_raid_quot_to_fund_staff_pay_offs/

MEMBERS MEETINGS



Our NJNC negotiators have been visiting Colleges and meeting members to provide updates on negotiations and answer any questions.

They have met members recently in Arbroath, Coatbridge, Motherwell, Cumbernauld and East Kilbride and have just agreed to a day of triple meetings in West College Campuses in Clydebank, Greenock and Gourock as well as a separate date in Ayr.

Speak to your stewards' Committees about when your next members meeting is and make sure you get along.

Key dates for UNISON are shown below:

	DATE	MEETING	
TUESDAY	08-May	NCL - COATBRIDGE CAMPUS MEMBERS MEETINGS AND DROP IN	
TUESDAY	15-May	NCL - CUMBERNAULD CAMPUS MEMBERS MEETINGS	
WEDNESDAY	16-May	NCL MOTHERWELL CAMPUS MEMBERS MEETINGS	
MONDAY	21-May	SOUTH LANARKSHIRE COLLEGE MEMBERS MEETINGS	
WEDNESDAY	23-May	LEARNER REVIEW LAUNCH EDINBURGH	
FRIDAY	25-May	FESCOM	5
MONDAY	04-Jun	AYRSHIRE COLLEGE MEMBERS MEETINGS	
THURSDAY	07-Jun	Side table dispute meeting	
TUESDAY	12-Jun	WEST COLLEGE MEMBERS MEETINGS	
THURSDAY	21-Jun	FESCOM SEMINAR & A.G.M.	6
FRIDAY	22-Jun	FESCOM SEMINAR & A.G.M.	6
WEDNESDAY	27-Jun	SIDE TABLE	

MEMBERS CORNER

“I have always been a union member since I started employment as I feel that it gives you extra support and advice if you ever need it.

My experience of getting help and support from my UNISON steward happened when I noticed a Technicians job advertised in our other Campus which was a very similar role to my own in the same department. I spoke about my concerns and she helped me to compile an email asking to have my job re-evaluated and title changed. It took a while and was very emotionally tiring, but with the help and support of my UNISON rep I eventually got the recognition which I deserved for all of the extra responsibilities which I had been given over the years.

After this experience I decided to become an activist which I am thoroughly enjoying. Since the UNISON F.E. committee has been formed I feel that we have a stronger voice and have achieved a lot regarding pay, holidays and working conditions. The union seems a lot stronger and willing to shout loudly for its members”

Send in your message or experience about your Union. Your local Unions reps are working away for you every day behind the scenes and in front of the employer. Let them know you appreciate them it can sometimes be a thankless and difficult job!

JOIN THE FACEBOOK CONVERSATION

<https://www.facebook.com/groups/unisonscotlandfe/>

BUILD YOUR UNION AND RECRUIT A MEMBER

As ever, if you know someone who isn't a member encourage them to join. If they aren't a member they don't have a voice in the big decisions ahead of us.

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

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 Scotland Further Education Website:
<http://www.unison-scotland.org/service-groups-and-sectors/further-education/>



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