



**FE ALERT !**

**Further Education News - January 2018**

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

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



**HAPPY**

**NEW YEAR**  
2018

**WISHING AND WORKING FOR A PEACEFUL,  
SUSTAINABLE AND MORE EQUAL WORLD, WITH  
PROSPERITY FOR THE MANY, NOT THE FEW.**



**We wish all of our members a Happy (but perhaps belated) New Year and what a year it promises to be.**

**We have a pay claim ready for submission, a call for a moratorium on downgrading of support staff posts, the harmonisation of T's & C's for support staff and new fit-for-purpose proposals for a proper National Grievance Policy & Procedure. We have also already submitted proposal papers on “Transfer to Permanent Status” for temporary staff and a crucial “Management of Organisational Change Policy”.**

***“This is a critical year in national negotiations. All parties are working to a tight timescale but significant progress has been made and UNISON is confident that we can deliver 21<sup>st</sup> century terms and conditions to support staff in colleges across Scotland.”***

***Patricia Murray FESCOM Vice Chair***

## PAY CLAIM 2018

As we promised in our November “Alert” we have consulted with members and stewards across Scotland and will approve our pay claim at our FESCOM meeting on the 26<sup>th</sup> of January. This will then be issued to the employers and circulated to members.



You won't be surprised that our claim this year will demand a flat rate award for all staff in line with the projected rate of

**inflation and will also seek reparation for the thousands of pounds of income lost by workers in FE from previous low pay rises. We will also demand completion of the harmonisation of support staff annual leave negotiations by increasing leave upwards to 49 days for all support staff in Scotland's Colleges (a commitment from last year's pay deal).**

**Although employers have started to line up the same old arguments about there being no money in the sector, Audit Scotland last year said College Finances were "relatively stable" and one College Board has already approved a generous pay rise for the Principal and senior staff at Kelvin College. By our estimates the Principal in this College will receive a pay rise of more than £8,000 over 3 years despite the Scottish Government's new Pay Policy insisting on a cap of £1,600 for**

**all staff earning over £80,000.**

[http://www.eveningtimes.co.uk/news/15786273.Anger\\_over\\_Glasgow\\_college\\_boss\\_pay\\_rise\\_deal\\_that\\_will\\_see\\_him\\_earn\\_126\\_000/](http://www.eveningtimes.co.uk/news/15786273.Anger_over_Glasgow_college_boss_pay_rise_deal_that_will_see_him_earn_126_000/)

**It would seem that there is still plenty of money in the sector, it's just that the Employers don't want to share it with us.**

[http://www.heraldscotland.com/news/15827577.Scottish\\_colleges\\_handed\\_9.4\\_per\\_cent\\_funding\\_boost\\_Derek\\_Mackay\\_says/](http://www.heraldscotland.com/news/15827577.Scottish_colleges_handed_9.4_per_cent_funding_boost_Derek_Mackay_says/)

<http://www.gov.scot/Resource/0052/00529174.pdf>

**Your message has come across loud and clear: You fully expect a proper pay rise this year and will accept no less. No more “Pats on the Back” for Support Staff while others take the sectors cash.**

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***Question – What do you think of the outline pay proposals?  
Feed your views to your local steward.***

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## **JOB EVALUATION**

**We are often told that Harmonisation of Support Staff pay is on a different “tramline” or “timeframe” to that of our lecturing colleagues as it is much more complicated. We reluctantly accepted this alternative timeframe due to the “dog’s breakfast” of support staff grades and roles which was created in the sector over many years. We have waited long enough and now want to see prioritisation of this project but detect a reluctance from College Management to get this going.**

**Lecturers will receive a portion of their harmonisation pay rises this year.**

**Support Staff pay increases as a result of**

**J.E. will be effective from September 2018 regardless of how long it takes to complete. We know, however, that many of you are not receiving the same rates of pay for the same work as others in the sector and we need to address this unfairness as quickly as we can.**

**UNISON recently won a great victory for the low paid in Glasgow over workers being treated differently and we will have no hesitation in pursuing this for College Support Staff if we need to.**

<http://www.unison-scotland.org/2018/01/17/unison-women-welcome-councillors-decision-end-pay-discrimination/>

**Bids to deliver a Scottish wide Job Evaluation project have been received and scored with the involvement of our negotiators and a package has been chosen. We have informed Employers we will proceed if they meet our conditions**



**for**

**J.E.**

*A national scheme run centrally with no local variation of grades or salary.*

*A guarantee of “no financial detriment” to support staff like our lecturing colleagues.*

*All staff including senior staff and lecturers to be included and be treated in the same way when determining grades.*

**College Employers will discuss this further at their two-day residential event at Jurys Hotel in Glasgow at the end of January.**

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**STOP PRESS!**

**The Minister for Further Education, Higher**

**Education and Science, Shirley-Anne Somerville, will meet a delegation from UNISON in February to discuss our concerns over Support Staff pay Harmonisation and other matters.**

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*Question – What do you want us to tell the Minister about how you are being treated within Colleges? Give us your questions, we will ask the best one on your behalf and feedback in the next 'FE Alert !'*

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## **ANNUAL LEAVE**

**You will be aware that the new annual leave year for all Colleges is now the 1st of September to the 31<sup>st</sup> of August. We know that this is causing difficulty for some of you. We have raised this with the**

employers and will discuss the flexibility required at our next T's and C's meeting.

Please note all employers have been directed to **“locally adjust “carry forward” arrangements to ensure that no additional leave, as a result of this agreement, is lost.”**

No-one should be losing leave this year and “carry forwards” should be increased where required not reduced. That is the spirit of the agreement.

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*Question – Is there anything else you would like to see changed in how the Colleges operate your Annual Leave?  
Feed your views to your local steward.*

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# DIARY 2018

See below our table of meetings coming up so far. It's a busy time for stewards working on your behalf!

DATE	MEETING	NARRATIVE
10-Jan	T'S & C'S	Stirling
12-Jan	G & D Unions only	Glasgow
18-Jan	SIDE TABLE	Glasgow
25-Jan	Full G & D Sub Group	tba
26-Jan	FESCOM WEST LOTHIAN	1
06-Feb	T'S & C'S	tba
14-Feb	SIDE TABLE	tba
15-Feb	Full G & D Sub Group	tba
23-Feb	FESCOM	2
28-Feb	T'S & C'S	tba
14-Mar	SIDE TABLE	
23-Mar	FESCOM	3
19-Apr	SIDE TABLE	
20-Apr	NATIONAL F.E. CONF	London
21-Apr	NATIONAL F.E. CONF	London
27-Apr	FESCOM	4
16-May	SIDE TABLE	
25-May	FESCOM	5
21-Jun	FESCOM SEMINAR	6
22-Jun	FESCOM SEMINAR	6
27-Jun	SIDE TABLE	

# INDEPENDENT REVIEW OF STUDENT FINANCIAL SUPPORT IN SCOTLAND



**UNISON has long been opposed to the**

**idea of any outside agencies or organisations undertaking the work of our members within Colleges. It will never be acceptable and is a road to ruin for the long term job security and career prospects of our members within the sector. In our view it would also result in a costly deterioration of services offered to staff and students.**

**We were delighted to be the only staff union in the sector invited to participate in this wide ranging review and we believe our input and position was crucial in ensuring the interests of our members were properly represented and defended.**

**The review is wide ranging and has sparked much debate in the sector.**

<http://www.gov.scot/Publications/2017/11/3884/347766>

**The review will now be considered by the Minister and UNISON will keep in very close contact to ensure we are alert to any developments.**

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*Question - Do you work in Funding and have you read the review? What did you think?*

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## **NATIONAL BARGAINING**

**TERMS AND CONDITIONS FOR SUPPORT STAFF**

**We are now meeting Employers regularly to progress the harmonisation of national terms and conditions.**

We have agreed the following table of prioritised areas for national negotiation and are currently working through sectoral data in a bid to reach early agreement on harmonising these areas.

Although some of these areas will be negotiated jointly with the EIS, Colleges should now refrain from implementing changes in the specific areas agreed.

NUMBER	SUPPORT STAFF TERMS AND CONDITIONS TABLE	PRIORITY
1	WORKING HOURS & ASSOCIATED ALLOWANCES (UNSOCIAL HOURS)	1
	OVERTIME RATES & PREMIUM PAYMENTS (to INCLUDE TOIL) ON CALL AND STANDBY	1
2	RE-DEPLOYMENT POLICY / PROCEDURES AND ORGANISATIONAL CHANGE	1
3	ANNUAL LEAVE	1
4	RELOCATION	2
5	ACTING UP	2
6	FIRST AID & FIRE MARSHALL ALLOWANCES	2
7	TRANSFER TO PERMANENT STATUS	2
8	HOLIDAY PAY	2
9	NOTICE PERIODS	2
10	REDUNDANCY PAY	2
11	WORK LIFE BALANCE (INCLUDING FLEXITIME)	3
12	TRAVEL EXPENSES / MILEAGE ALLOWANCE / SUSTENANCE	3

NUMBER	ALL STAFF TERMS AND CONDITIONS WHICH REQUIRE JOINT TABLE WITH EIS	PRIORITY
1	GRIEVANCE & DISCIPLINARY POLICIES & PROCEDURES	1
2	SICKNESS ABSENCE POLICY (INCLUDING SICK PAY)	2
3	DIGNITY AT WORK POLICY AND PROCEDURE	2
4	MATERNITY / PATERNITY / PARENTAL LEAVE / ADOPTION / IVF / ETC	2
5	RECRUITMENT	2
6	FAMILY FRIENDLY POLICY	2



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**NO IF'S NO BUT'S**

**NO SUPPORT STAFF SALARY CUTS**

**We have submitted a National Transfer to Permanent Status paper as well as a Management of Organisational Change Policy paper and called for an immediate moratorium on downgrading of support staff posts resulting in detriment to our members.**

**Our first paper seeks to ensure that all temporary staff are given permanent status after one year and our Organisational Change paper seeks to ensure that no support staff suffer downgrading or detriment following re-**

**structures or organisational change.**

**Currently our lecturing colleagues enjoy significant security against detriment and we wish to bring to an end the devastating impact these reductions to earnings can have on a member's life and wellbeing.**

**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 practice to continue against support staff.**

**We will feed back as soon as we have the employers' response on the moratorium as this could have very serious**

**implications.**

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*Question – Have you ever suffered from downgrading and financial detriment? If so we want to know about your experience. Did the College work with you to help you exit detriment and provide you with an enhanced re-training plan?*

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## **LIVING WAGE ACCREDITATION**

**As we reported in the last 'FE Alert!', 15 Colleges have now become accredited Living Wage Employers meaning that low paid outsourced workers within Colleges could be in line to receive a higher rate of pay shortly.**

**UNISON, you will recall, was responsible for pushing this through despite some reluctance from the sector leaders.**

**In our pay agreement of 2015/2016 the sector *“committed to securing living wage accreditation for all Colleges and the management and trade unions will work to achieve this by December 2016”*.**

**Unfortunately, and despite our best efforts to have this agreed by December 2017 and give low paid workers within the sector a boost at Christmas, the following six Colleges (within scope of National Bargaining) remain in breach of the agreement and are thwarting the rest of the sector from being the first sector to reach full accreditation.**

**Shame on them.**



This was a 2015 / 2016 agreement.  
Over one year late!

	<u>Not Living Wage Accredited</u>
	COLLEGE
1	AYRSHIRE COLLEGE
2	CITY OF GLASGOW COLLEGE
3	GLASGOW KELVIN COLLEGE
4	INVERNESS COLLEGE
5	NEW COLLEGE LANARKSHIRE
6	NORTH EAST SCOTLAND COLLEGE

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

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

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## NEWS FROM THE FRONTLINE

*From Moira Jarvie (FESCOM & UNISON STEWARD):*

**'Myself and Collette met with, Linda**

**McTavish (chair of regional board), Keith Fulton (independent board member), and EIS Stewards. This meeting was at our request to discuss concerns over Voluntary Severance and College deficit.'**

***Information from meeting:***

**'There will be ongoing dialogue regarding the deficit and proposed measures. The Board would welcome staff suggestions for cost savings. The Board are aware that staff morale could be affected by the Voluntary Severance scheme, due to the disappointment of staff whose applications are refused. The Voluntary severance scheme is voluntary and open to everyone equally and is not targeted at**

**any area. It is not a re-structure of the college. No member of staff should feel pressured into applying. Mindful of the need for a positive learning environment and ongoing achievement, no application will be granted if it would have a destabilizing effect on the College/Faculty.**

**In response to our representations about what we believe are already unmanageable workloads many staff are experiencing, they agreed that the Board would discuss this with Management and seek best endeavours around future activities.'**

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***Time to stop the paying for financial crisis***



***by cutting services for staff and students.  
V.S. schemes are all too common while  
money sits in the sectors ALF's!***

## **OUR COMMITTEE 2018**

**We are strongest when we are united and organised.**

**Our Committee is made up from stewards within 15 Colleges in Scotland. If your College doesn't have a rep you should make sure you get one and get them to attend our meeting which shapes policy and approach going forward.**

**Speak to your stewards' Committees and ask them to come along.**

	<b>COMMITTEE 2018</b>	
	<b>REP</b>	<b>COLLEGE</b>
1	<b>CHRIS GREENSHIELDS</b>	<b>KELVIN</b>
2	<b>SENGA MANN</b>	<b>D &amp; G</b>
3	<b>PATRCIA MURRAY</b>	<b>AYRSHIRE</b>
4	<b>FIONA BLAIN / JENNIFER ANDREWS</b>	<b>AYRSHIRE</b>
5	<b>ALBERT SORRIE</b>	<b>WEST</b>
6	<b>CLARE IRELAND / LIZ CLARKE</b>	<b>CLYDE</b>
7	<b>MARTIN CLARK</b>	<b>COGC</b>
8	<b>JAN ROBERTSON</b>	<b>COGC</b>
9	<b>GRAEME FORRESTER</b>	<b>SLC</b>
10	<b>MOIRA JARVIE</b>	<b>NCL</b>
11	<b>ALAN O'DONNELL</b>	<b>FIFE</b>
12	<b>KEVIN DIXON</b>	<b>EDINBURGH</b>
13	<b>ALISON CLELAND / JENNIFER OULSON</b>	<b>EDINBURGH</b>
14	<b>SHELAGH FRASER</b>	<b>WEST LOTHIAN COLLEGE</b>
15	<b>DOUGIE DEANS / JENNIFER DICK</b>	<b>DUNDEE AND ANGUS</b>
16	<b>WINSTON FLYNN</b>	<b>PERTH</b>
17	<b>JOHN SLATER / JOYCE CARGILL</b>	<b>NECOL</b>
18	<b>GAVIN POWELL / JANET PARKER</b>	<b>NORTH HIGHLAND COLLEGE</b>

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## **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).**





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