

Support Staff – Revised Three-year Pay Offer

Following an extensive series of constructive informal discussions to resolve the pay dispute, the employers are proposing a revised three-year offer that takes into consideration matters raised during those discussions.

The employers request that UNISON, Unite and GMB take this offer to their membership.

Pay

Year 1 – 1 September 2022 – 31 August 2023

A consolidated Pay Award of £2000 on all salary points for support staff, effective from 1st September 2022.

Year 2 – 1 September 2023 – 31 August 2024

A consolidated Pay Award of £1500 on all salary points for support staff, effective from 1st September 2023.

Year 3 – 1 September 2024 – 31 August 2025

A consolidated Pay Award of £1500 on all salary points for support staff, effective from 1st September 2024.

As the NJNC – Side Table (Lecturing) remains in dispute on the pay element of the employers offer, should there be any change to the pay and job security offer for the Lecturing Staff Side over the three-year period, then these will also be equally applied on an individual basis to Support Staff pro-rata.

Job Security

Following discussion with the employers, there will be no compulsory redundancies for support staff from the date of this agreement until the 31 August 2024.

The employers endeavour to avoid the use of compulsory redundancies and protect jobs.

The NJNC – Side Table (Support) commits to conclude a National Agreement on an Approach to Consultation at the start of the Academic Year 2024/25.

The NJNC – Side Table (Support) is also committed to furthering discussions with the Scottish Government on a Fair Work Job Security Fund at the start of the Academic Year 2024/25.

The NJNC – Side Table (Support) has also agreed to jointly develop a further National Agreement on the avoidance of compulsory redundancies.

Industrial Relations

The Support Staff Trade Unions will endeavor to ensure that Industrial Action shall only be taken when all other avenues of negotiation are fully exhausted.

The NJNC – Side Table (Support) commits to bringing about a significant improvement in Industrial Relations across the sector during the Academic Year 2024/25.

Terms and Conditions

Four-day Working Week

The employers commit to continuing a working group that would include both the employers and the support staff side. The group would agree a Terms of Reference and Remit which would include the group researching the four-day working week and a pilot in at least one college. Pilot college(s) will be identified within Academic Year 2024/25.

A full assessment of the success of the pilot with lessons learnt would also take place before consideration of wider implementation.

The working group will also work with the Scottish Government officials to access any support which is available.

Terms and Conditions Working Group

The employers continue to commit to the agreed programme of work, with a mechanism in place for monitoring progress, to ensure outstanding and new matters are concluded by the end of the Academic Year.

The employers are committed to continuing work on the two outstanding areas of work, Miscellaneous Leave and Working from Home, and Mental Health and Well Being.

Job Evaluation

The employers commit to continuing discussions on Job Evaluation and Pay and Grading as a matter of urgency.

Notes:

1. The terms of this Agreement on Pay and Terms and Conditions will be applied pro rata for part time employees.
2. Non-NRPA colleges will be encouraged to shadow any agreement.
3. The employers maintain their commitment to Living Wage Accreditation.
4. The commitment on compulsory redundancies will not apply to those support staff on fixed term contracts which naturally come to an end from the date of this agreement until 31 August 2024.
5. Those who have left the sector between 1 September 2022 and the date of issue of the Circular, who have not received the Pay Award, will be required to write to their former college and request payment.
6. Support staff who have left on or after 1 September 2022 or agree to leave by the date of this agreement on a voluntary severance basis will have their settlements adjusted accordingly and the relevant pension scheme advised as appropriate.

9 May 2024