

National Bargaining News

March 2019

News from the national negotiators

Keep up the pressure—vote yes

Following a third day of strike action and the opening of our statutory ballot for action short of a strike, Thursday's NJNC concluded with no new offer from management but an indication that they will consult their side.

Management previously offered a further £2.5m to cover the period from April–August 2020, extending the 2% offer for a further five months. This amounts to around £330 a head for lecturers at the top of the unpromoted scale.

Bizarrely, rather than taking up FELA's offer to suspend strike action if they moved this additional £2.5m into the three year period, management refused and instead issued a shopping list of demands around T&C.. High on the list is the national agreement on Transfer to Permanence, with management seeking to rewrite the agreement to give a range of exemptions and exclusions.

Management also want to force lecturers into job evaluation, to revisit self locate/discretionary time, impose classroom observation and change the way in which we negotiate future pay deals.

This is about more than pay. We fought long and hard to achieve equal pay and the agreements we have on T&Cs. We must now stand strong and send a clear message to management in the statutory ballot. Vote YES for a resulting boycott and withdrawal of goodwill.

Management's position:

Management's latest offer to us:

- (1) Unconsolidated payment of £625 and 2% for those earning over £36,500 (3% for those below £36,500) .
- (2) A further 5/12 of 2% (or 3% for those below £36,500) for the period from April–August 2020, moving the settlement date for future pay rises to August. We are told this will cost an additional £2.5m on part (1) above.

Management have indicated that there may be 'up to £2m' more for the unconsolidated element of the deal, BUT this would be with strings attached around transfer to permanence and other T&C.

EIS FELA position:

We believe that equal pay and cost of living are separate and distinct, and have based our claim on public sector pay policy and the cost of living pay-offer agreed with college support staff.

At the January NJNC, after the first strike day but before the second, we made a proposal based on the £14m year-on-year costs management claimed the support staff deal had cost them.

This proposal was for unconsolidated payments of £200 in 2017, £200 in 2018 and a consolidated payment of £1600 in 2019 (approximately 4% at the top of the unpromoted scale).

We offered to suspend the third day of industrial action if management moved the additional £2.5m into the three year period. They refused.

Use your vote

Ballot now open for resulting boycott and withdrawal of goodwill

VOTE NOW—VOTE YES

HAS YOUR STAFFROOM VOTED?