

I.O.U.

I promise to pay
teaching staff higher
salaries in line with
the 2004 national
agreement in...

~~2004...2005...2006...~~

~~2007...2008?~~

Signed

The College
Management

NO MORE TEACHING ON THE CHEAP
Honour the agreement now

Your college is one of a minority which refuses to implement a national agreement reached between UCU and the Association of Colleges.

Q. What is the 2004 agreement?

A. The 2004 agreement reduced the pay gap between FE staff and schoolteachers. It means higher salaries both for new lecturers and those at the top of the scale and has been uprated in line with pay settlements since.

Q. How long has our college had to bring in the better pay rates?

A. UCU reached agreement with the employers in 2004. Your college has now had four years to honour the agreement reached with the unions.

Q. Why does it matter whether my college pays the nationally agreed rate?

A. Staff working here provide first class teaching, yet receive second class salaries compared to other colleges.

Q. How can I find out what I should be getting paid?

A. Go to www.ucu.org.uk/FEpaycalc to see the current nationally agreed rates enjoyed by staff in the majority of colleges. Starting salaries for qualified lecturers are £22,857, and top of spine staff get £34,587.

Q. But what can we do about it?

A. UCU has been asking this college to bring its pay into line with others and pay the agreed rates for four years. Now we are going to ask once again and, if the college still refuses, we will ballot you for industrial action to get you what you are owed.

Q. What can I do to help?

A. Make sure everyone in the staffroom knows about the 2004 agreement and what it means for THEIR pay. Encourage everyone to join the union: the more of us there are, the more likely we are to get what you are owed.