



John Graystone  
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**Secretary:**

**Margaret Phelan  
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13<sup>th</sup> May 2014

Dear John

**Re: Pay and Conditions Claim for academic year 2014/15**

Going forward the Joint trade unions will use the annual claim to register which of the collective agreements they wish the WNCFE to consider in the academic year to which the claim pertains. It would be very helpful in your written response to the claim if you would indicate whether ColegauCymru are willing to agree to the list of national collective agreements requested by the JTUs.

**Collective Agreements**

**Management of Change:** We agreed during the contract negotiations that we would suspend our work on this agreement as it was too contentious and could detract from our ability to reach agreement on the new national contract. Now we have reached agreement on the contract it seems sensible to revisit draft seven of the Management of Change and see whether it is possible to reach agreement on it.

**National Pay Spine for Support Staff:** It was agreed at a recent meeting to take this matter forward so would request that a sub group of WNCFE is established to consider the current variations in pay structures across Wales and to work on a draft pay structure for support staff to recommend to the full group.

**Starting Salary Formula for lecturers:** ColegauCymru agreed to this as a part of last year's claim so we would like to see this matter addressed by the drafting group to bring recommendations to main group for discussion and agreement.

**Toil for Managers:** During the contract negotiations it was agreed that we would look at this issue once the contracts had been agreed. This matter should be referred to a sub group of the WNCFE to consider and propose a final draft to WNCFE for their consideration.

**Domestic Abuse Policy:** This has already been raised in discussion and the drafting group are currently working on a draft to bring to the main body for discussion and agreement.

**Pay Claim:** A cost of living claim of 3% or £1,000 whichever is the greater.

**ATL GMB NASUWT UCAC UCU UNISON UNITE**

**working together to further education**

We would expect ColegauCymru to be able to respond formally to our claim at our meeting on the 17<sup>th</sup> June 2014.

Yours sincerely

A handwritten signature in black ink, appearing to read 'M. Phelan'.

Margaret Phelan  
On behalf of the JTUs