

Yes vote to Pay Offer

UCU FE members have voted by a large majority to accept, with 80% of votes in favour, the AoC pay offer for 2006/7.

7811 voted yes in the ballot and 1974 voted No. All other trade unions have also accepted.

UCU members will expect colleges to hold to their side of the bargain and honour the deal in full.

This means:

- All staff should receive a 2% increase from 1 August 2006 and a further 1% from 1 February 2007 (Although some colleges have different locally agreed pay dates)
- In colleges where there has been no award for 2005/6 because the dispute is now resolved staff should also receive a further backdated increase of 2% from August 2005 and 0.8% from January 2006.
- Colleges that have yet to introduce the new modernised pay scales should enter meaningful talks with the trade unions to reach agreement by the end of next March on a timetable for their introduction.

In this issue...

- Pay ballot result
- The Deal
- Union Learning Reps
- Branch news
- Teachers Support Network
- Stop the War demo
- Prison Ed news
- Adult Ed news

The pay rates from February for those colleges that have implemented the modernised pay scale are shown on page three.

Implementation

UCU and other trade union officials will be seeking a meeting with AoC as soon as possible to discuss how to ensure full implementation of all elements of the agreement including ensuring local talks take place on the new scales and reaching a national agreement on continuous professional development.

Branches encountering problems on the implementation of the pay settlement should contact their regional office in the first instance.

The Deal

- 2% on all salaries and allowances from 1 August 2006, followed by 1% on 1 February 2007.
- Minimum support staff hourly rate of £6.29 from 1 August 2006 and £6.35 from 1 February 2007.
- The National Joint Forum (NJF) reaffirms its commitment to the Modernising Pay arrangements and continues to encourage colleges to implement pay modernisation in line with local circumstances.
- Local college management and joint trade unions are encouraged to enter into meaningful and realistic discussions, where those have not already taken place, to reach agreement on a timetable for modernising pay by the end of March 2007. The 6 trade unions envisage that this commitment will lead to the end of disputes on implementation triggered by a lack of such a timetable.
- "Where a further education corporation and the trade unions at a local level request assistance from the NJF due to financial issues in the implementation of Modernising Pay, the officers of the NJF will honour this request."
- In light of the recent White Paper we propose that the AoC and the joint unions work together to assess the impact of the White Paper on training and development. Forthcoming information and guidance from the DfES will aid this process. We envisage that this work would then be incorporated into a Joint Agreement on Guidance for Training and Development in the sector which will include any issues regarding continuing professional development.
- A benchmark survey of terms and conditions to be carried out across the sector; the details of which to be discussed at officer level, with the possibility of joint funding and sponsorship. It is hoped that the results of such a survey would encourage and promote best practice within the Sector and be reviewed by the NJF in 2007.
- The AoC is committed to the implementation of the Working Time Directive and has over the years issued comprehensive guidelines and has advised the sector regarding the implementation of the directive.
- The AoC will issue further advice to Corporations regarding their legal obligations with regards to the Working Time Directive and the importance of good practice regarding work life balance by autumn 2006.

Pay from 1 February 2007			
Unqualified Lecturer		Leadership & Management	
15	£16,953	37	£32,529
16	£17,463	38	£33,507
17	£17,994	39	£34,515
18	£18,531	40	£35,553
19	£19,089	41	£36,618
20	£19,662	42	£37,719
21	£20,253	43	£38,853
22	£20,862	44	£40,017
Qualified Lecturer		45	£41,220
23	£21,492	46	£42,462
24	£22,137	47	£43,734
25	£22,800	48	£45,045
26	£23,484	49	£46,401
27	£24,192	50	£47,790
28	£24,918	51	£49,227
29	£25,668	52	£50,709
30	£26,442	53	£52,227
31	£27,234	54	£53,799
32	£28,056	55	£55,410
33	£28,896	56	£57,078
34	£29,766	57	£58,788
35	£30,657	58	£60,552
36	£31,581	59	£62,370
37	£32,529	60	£64,242
<i>* even spine points 16-36 no longer in use</i>		61	£66,171
Advanced Teaching & Training		62	£68,157
37	£32,529	63	£70,203
38	£33,507	64	£72,309
39	£34,515	65	£74,478
40	£35,553	66	£76,716
41	£36,618	67	£79,020
		68	£81,390

Draconian times at Grimsby institute

The local UCU branch are organising a campaign of resistance against draconian attacks on their conditions. Proposals to eliminate the right of union reps to provide representation at disciplinary, capability and appeal hearings are being resisted through campaigning, negotiating and advice from the Regional Official. Similarly the same revised procedures also seek to remove the right to paid sick leave in the event of staff becoming unwell as a result of being subject to disciplinary or capability procedures. These are the actions of a College that consider itself to be an exemplary employer! They must be joking.

Success at Leeds College of Technology

UCU members at Leeds College of Technology were faced with the prospect of redundancy and many with significant reductions in salary as a result of a restructuring exercise. However, as a result of a successful campaign and a tough negotiating strategy, involving members at every stage of the consultation process, the outcome resulted in no redundancies, suitable redeployment for some staff, salary protection arrangements for others, and the pension position of staff with agreed retirement dates preserved. Additionally the local branch won a commitment to commence negotiations to open up the current salary bands in line with the national harmonised pay spine.

This success was achieved against a difficult back drop of some members previously being misled in to leaving UCU. However many members returned to UCU during the campaign and there is no doubt the favourable outcome would not have been achieved without the surge in membership support for the

union during the negotiations. With a completely new branch committee elected this branch is renewed and looking positively to the future.

Pay dispute at Leeds College of Building

UCU members at this college have been the first who have been subject to the FE job evaluation scheme. Members were angry when the college refused to release the value of the scores from the exercise to their branch representatives for proper negotiation, and were angered even more when the employer refused to recognise the top point 37 on the harmonised pay spine.

Local branch meetings were organised and with the support of the Regional Official a dispute was declared. Early talks were established involving ACAS. A commitment was agreed that the College would give "serious consideration" to allowing access to point 37 and in return the union providing examples of agreements reached at other colleges. The dispute is not over yet and further talks are due shortly.

More Difficult Times at Keighley

Only 12 months after declaring a significant number of redundancies Keighley College are at it again, with up to 45 staff declared at risk of redundancy because of further funding difficulties. The college are also considering the possibility of merger with one or more neighbouring colleges. This doesn't help staff in the short term.

UCU have quickly negotiated measures designed to avoid compulsory redundancies and have won a guarantee that there will be no dismissals over the summer months. However there is still work to be done by UCU to protect members' jobs. Originally the college

wanted to run a redundancy consultation exercise during the summer holidays!

Quality Improvement Strategy

The Quality Improvement Agency has just published their quality improvement strategy for consultation. This will sit alongside the LSC's strategy "A Framework for Excellence" which is expected any day now. The QIA consultation document can be found on www.qia.org.uk and the LSC document when it is out on www.lsc.gov.uk. UCU will be preparing responses to both documents in September. So if you any views send them to dtaubman@ucu.org.uk UCU have just organised regular meetings between QIA and the education unions which are due to start in September.

FE White Paper

The UCU response can be found on the UCU web site http://www.ucu.org.uk/media/pdf/7/1/ucu_fewpresponse_jul06_1.pdf or http://www.ucu.org.uk/media/docs/1/1/ucu_fewpresponse_jul06_1.doc

Professionalism

The UCU response to the DfES consultation on professionalism in the learning and skills sector can be found on the UCU web site under UCU publications and follow the link to submissions and reports.

Union Learning Representatives

September 2007 will see major changes to initial teacher training and requirements to undertake CPD. Branches will be negotiating much of the UCU response to these with local managements. UCU needs to take control of staff development and CPD. Local union learning representatives

are an asset to a branch, officers and the branch committee when dealing with these matters. UCU provides bespoke training for new UCU learning reps, those thinking of becoming a rep and branch officers. There will be a range of training courses in the autumn.

- In London a 2 day initial training course 9 and 30 November. Contact Beverley Woodburn
bwoodburn@ucu.org.uk
telephone 0207 520 3290
- In Birmingham 17 and 18 October. Contact Kathy Gaffney
kgaffney@ucu.org.uk 0121 634 7388
- In Harrogate 8 and 9 November Contact Diana Clarke
dclarke@ucu.org.uk telephone 0161 772 7012

The first UCU national conference for UCU learning representatives will be on 17 November at Britannia St. For further details and to book a free place contact Dan Taubman dtaubman@ucu.org.uk telephone 0207 520 3230

Stop the War Demonstration 23 September

'TIME TO GO'



Stop the War Coalition national demonstration will be in Manchester on **Saturday 23 September**, during Labour Party conference.

UCU branches are urged to support this. Information and materials will be circulated for the beginning of term, including materials to help launch college based STWC groups. **UCU** branches are being offered national speakers from Military Families Against the War.

Further information and materials
www.stopwar.org.uk

To join the **UCU Stop the War Coalition supporters' network**, email tphillips@ucu.org.uk

Developing services for college and university staff

The Teacher Support Network is the national, independent charity that provides free support services to improve the wellbeing and effectiveness of lecturers and teachers from training to post-retirement. Our free services are complementary to those provided by your union and include:

- Personalised practical and emotional support via one-to-one online coaching
- Confidential solution-focused telephone counselling
- Up-to-date information and news
- Factsheets and guides on a diverse range of issues from work-life balance, health and wellbeing, to finances, food and conflict management
- Information including recommending contact with other relevant organisations
- Money management advice and financial assistance

The Teacher Support Network is in the process of developing these services to make them more relevant to all college and university staff.

You can help make the services more relevant to you and your colleagues by completing an online questionnaire at www.surveymonkey.com/s.asp?u=298872346610 or volunteering to take part in a focus group.

The Teacher Support Network anticipate running between three and five focus groups of approximately 12 people in different regional locations. It is looking for a range of members from across the whole workforce. If you, any member of your regional association, or anyone else you work with are interested in participating, please contact Mary Lovelock by email at mary.lovelock@teachersupport.info or by telephone 020 7554 5232.

All emails should contain the full name, contact information and regional association details for all interested parties.

Prison Education – OLASS Transfer

On 31 July many members will see their employer change as new providers take over the Offender learning work. The transfer is covered by TUPE so members will transfer on existing terms and conditions and there should be no job losses. In some cases staff may go to a College that has inferior pay and terms of conditions but in the immediate period they will not be forced to change. However, for those going to a private contractor the big worry is the arrangements for pensions especially for those who currently belong to the Teachers Pensions Scheme.

The largest private provider has now offered 'stakeholder' pensions and are currently discussing this with the staff. UCU is in the process of drafting some practical advice for members about this. We are concerned that the scheme offered by A4E may not meet the Government stipulation that there should be a 'comparable' scheme for pensions.

Members are advised **not to** enter into any agreement with any private provider over their pensions arrangements without first consulting their UCU official and obtaining independent financial advice.

The LSC's position is clear on this. The new provider must satisfy the LSC that they have agreement from the staff over the pensions arrangements. If they cannot produce this then they – the LSC- will not sign the contract with the provider.

No to Adult Learning Cuts Liverpool shows the way

The UCU branch at Liverpool Community College organised a very successful public meeting in the Philharmonic Hall on Friday 14 July, titled '*Adult education - the future - planning the way forward*' to highlight concerns about cuts in adult and community education. The meeting was attended by many post-16 educators and students from the local FE college, the Adult Learning Service and the Workers' Educational Association.

Speakers included several associated with adult education organisations, two local councillors, plus Roger Kline - head of UCU's Equality and Employment Department and a local MP Louise Ellman.

Many spoke about the importance of adult education. One speaker quoted her elderly mother's distress about her keep-fit and swimming classes closing: 'The government has paid for my television licence but axed all my leisure classes'.

Roger Kline congratulated the organisers for bringing together such a range of adult education tutors, and spoke about UCU's officials working both regionally and nationally with adult education providers to campaign against the cuts in funding. He expressed dismay at many politicians' attitudes: on the one hand they acknowledged the benefit to the community such classes can offer but at the same time they have failed to speak out against the savage cuts.

It was agreed that the letter writing to local, and national politicians would continue, as well as articles to the local,

and regional press. Student success stories provided by tutors would be produced in a booklet format. Working with the branch officers the UCU regional office would provide publicity materials for the campaign.

The SAFE slogan – **'Save our Adult and Further Education'** slogan would be used. Along with a delegation of tutors from the city it was suggested that local adult education providers sponsor a group of students to attend life long learning conference in London on 19 September.

Campaigns around issues affecting older adult students would be under the 'Older but Bolder' slogan. All those interested in helping with the campaign left their contact details with the planning group, and a follow up meeting will be held early in September.

National Campaign

UCU nationally is currently drawing up further plans to continue and renew the campaign in September. This includes:

- Organising a broad coalition to campaign at national and local level. This includes trade unions, AOC, WEA, NIACE, NUS and the Women's Institute
- Collection of data
- Preparation of further briefings for branches and support material for local campaigns
- Investigating possible legal challenges on basis of discrimination legislation

For news and useful information, including an AoC analysis of the funding allocations for next year and a report of recent parliamentary questions to education ministers on the adult learning cuts, go the adult learning cuts campaign button on the NATFHE web side, which can be accessed via the UCU web site www.ucu.org.uk

NIACE are holding a Big Conversation rally on adult learning on the 19th September Abbey Community Centre Great Smith St London WC1 (right next door to the DfES headquarters). Branches might want to send a representative and talk with the NUS branch in their college about getting a student there. For more information and to reserve a place contact Phillippa Cattell on Philippa.Cattell@niace.org.uk or 0116 204 4200.

In addition NIACE are mounting a postcard campaign to MPs and others to encourage them recognise adult learning and its importance to the nation. Pack of the postcards can be obtained by contacting NIACE at alw@niace.org.uk.

UCU is still collecting information on the cuts. You can find the pro-forma under the adult learning cuts campaign button. If your branch has not yet made a return please try to do so when the new academic year begins in September. Remember without the facts and figures we can't tell the world what is going on. We also need the branches that have told us about planned cuts to let us know what happens in the new academic year.

If you are lobbying locally let us know so we can put it on the web site to let others know.