



NATIONAL BARGAINING NOW!

Overworked,
underpaid and
taken for granted?

Further education
(FE) staff have had
enough.

We need binding
national agreements
which deliver fair pay,
better conditions,
and parity with
schoolteachers and
sixth form at every
college.

A NEW DEAL FOR FE

Why we need binding national negotiations



The current broken model of negotiating pay and conditions for college workers in England has resulted in low pay, high workload and a fifth of teaching staff leaving the sector since 2015.

1 HOW ARE PAY AND CONDITIONS DETERMINED FOR COLLEGES?

The Association of Colleges (AoC) represents FE employers in England and they have national talks on pay and conditions with trade unions including UCU. However the outcomes are not binding and colleges have no requirement to implement final offers.

2 WHAT DOES THIS MEAN FOR COLLEGE LECTURERS?

This free-for-all system means that many colleges simply ignore the AoC's recommendations even when the suggested pay rises are below inflation and require no meaningful action on workload or the other issues we face at work. As a result we suffer some of the worst pay cuts and poorest conditions in any part of the education sector.

3 HOW WILL NATIONAL BARGAINING HELP?

We believe ALL college teachers deserve the same pay increase and should benefit from agreed outcomes of national talks. We deserve to be treated as other education professionals doing the same job in school and sixth form. This means 'levelling up' so all FE teachers' pay and conditions are enhanced in line with best practice in the sector.

4 WHAT CAN WE DO TO MAKE THIS HAPPEN?

The reclassification of FE into the public sector offers a more coherent and meaningful basis for national-level negotiations as they happen in Wales and Scotland and in Northern Ireland where college teachers have just been awarded a 11.2% pay rise and a minimum starting salary of £30,000. We will be taking our case for a new national agreement to the Labour Party who could be more receptive to making the changes we need.

Our recent **Respect FE** campaign showed that when we organise and stand together we can win on pay and conditions and put pressure on college employers to support a move to national bargaining.

We are demanding **A New Deal for FE** and the return to a national agreement covering pay, conditions and setting limits on teaching hours (like the 'Red Book' that exists in sixth form colleges in England). **We need your help to keep the pressure on our employers and politicians to make this happen.**

Get involved: www.ucu.org.uk/NewDealForFE

UCU