



## **Joint union statement on the pay negotiations – June 2025**

We are extremely disappointed that the pay negotiations on the 26 June 2025 did not result in a pay recommendation. Lay negotiators take valuable time away from their workplaces to attend these meetings and their time should be respected with a recommendation for negotiation.

On pay, in the past two years the AoC have stated that they supported the DfE's decision that the 16-19 per head funding mechanism is the best medium to channel extra funding into colleges. The joint unions have disagreed with this on each occasion and stated that ring-fencing funding specifically for pay would be a fairer mechanism. Whilst we welcome the change of heart that sees the AoC acknowledge this unfairness, what we really need to see from them is an agreement that ring-fenced funding allocated specifically for pay as part of a first step towards binding national bargaining is the way to address this. Nevertheless, we must reflect upon the fact that this is a pay year in which funding overall has markedly increased and any relative improvement should be reflected in our members' pay packets'.

On the issue of binding negotiations, the trade unions have repeatedly pushed the AoC to meet with us and have taken up all offers of research that have been discussed at these meetings. To suggest otherwise is disingenuous and more frequent discussions to plan and research a road-map to fully-funded national bargaining are the highest priority. As stated at the NJF meeting, we urge the AoC to join us in a joint approach to Government to discuss and establish national bargaining arrangements that can deliver binding national agreements.

We welcome the commitment to joint work on gender, ethnicity and disability pay gaps.

On workload, staff are at breaking point and have been for some time. The lack of urgency displayed by the AoC to address this, both in this year's claim and in previous years, will not be viewed positively by anyone in the sector.

There are many sources of unfairness in the way that FE is funded – the AoC needs to stop acting as a passive recipient of inequity and work with us to set up a fully-funded national bargaining system that will better serve the FE workforce.