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Members accept England FE pay offer

Further Education members in England have voted by a large majority to accept this year's pay offer of 3.2% from 1 October 2008.

To Accept 9,261 (88.7%)
To Reject 1,179 (11.3%)

Although below the current rate of inflation, 3.2% is one of the highest public sector pay settlements for this pay round and further closes the pay gap with school teachers. The settlement is a reflection of members' determination. The successful industrial action in support of the union's claim has been rewarded. The joint trade unions will now be writing to college principals seeking their confirmation that the offer will be paid in full by all colleges in England. The intention is to organise joint trade union action where ever possible at colleges that fail to pay this year's increase in full.

Modernised Pay Scale: Campaign Continues

Some 4 years on, around 48% of colleges have still to implement the shorter modernised pay scales which were part of the 2003/5 pay settlement. Without these scales members' pay is significantly behind that of other colleagues in the sector. UCU is re-launching the campaign to get local employers to honour this agreement in all colleges.

Experience to date indicates that where branches have taken or threatened industrial action, agreement has been reached on paying the new scales.

Several colleges have now been identified for the first round of this campaign. Employers in these colleges are being warned that if they do not confirm that they will implement the new scales by the end of November, they risk UCU declaring a dispute and moving to a campaign of industrial action. UCU branches in these colleges will be receiving special campaigning materials and assistance urging members to vote yes for industrial action if this becomes necessary to force employers to honour the agreement. Members in these colleges will be balloted together in early December.

2009 Claim

While this year's settlement marks the end of this year's pay round it is just one step along the road to closing the pay gap with school teachers and achieving professional wages that keep pace with inflation. The FEC has agreed to take forward the following points for inclusion in a joint trade union claim for the 09/10 pay round:

- On current levels of inflation a minimum of 6% increase or £2000 flat increase whatever the greater
- The removal of spot salary points and banding on scales
- Agreed criteria on the use of the advanced teaching scale
- Fractional contracts for part-time staff
- Full implementation of pay statements
- A reduction in workloads

STAMP OUT CASUAL CONTRACTS

Campaign Launch Event

Saturday 1 November 2008, 11am, Central London

The aim of the 'Stamp Out Casualisation' campaign is to challenge casualisation in further and higher education.



REGISTER ONLINE TODAY!

The UCU 'Stamp Out Casual Contracts' campaign is being launched following this year's Congress decision that a high profile campaign was needed to highlight the work that UCU is undertaking in fighting casualisation in further and higher education.

The specific aims of the campaign are:

- to increase the use of permanent contracts for the many professional staff employed on casual contracts across further, higher and adult education
- to resist vulnerable employment, including the imposition of zero hours contracts, bogus self-employment, pay lower than that of colleagues doing comparable work, detrimental variable (minimum) hours contracts; and to seek equal treatment for agency workers
- to oppose selection for redundancy on the basis of being on a fixed-term and/or part-time contract
- to transfer hourly paid and other staff on casual contracts to full-time or fractional contracts with the same terms and conditions as permanent, full-time salaried staff
- to increase the recruitment and activism within UCU of those on casual contracts, and to encourage their voices to be heard
- to push for fair working conditions for staff on casual contracts, including photocopying facilities and desk space

The launch event

The campaign will be launched on Saturday 1 November at an event at UCU head office in central London.

The launch event will include:

- a preview of the publicity materials available for the campaign
- a demonstration of the web based materials that have been developed for the campaign
- key speakers and workshops
- discussions on ideas for the day of action against casualisation on 3 December
- networking opportunities.

The launch event will run from 11am until 3pm with registration, tea and coffee available from 10.30am. At 3pm there will be a reception which is open to all attendees with refreshments, offering an ideal networking opportunity. Lunch will also be available.

The event is open to all UCU members and we particularly welcome members who are employed on casual and fixed-term contracts, branch activists and those involved with their regional committees.

Campaign Alliance for Lifelong Learning



Rising charges and course cut backs have seen 1.5 million learner places lost from further and adult education in England in the last 2 years.

The campaigning alliance that UCU founded with Unison, NUS, WEA and NIAICE continues to grow from strength to strength following its formal launch last month which was attended by nearly 200 people. Supporters now include most sizable trade unions and relevant adult education interest organisations, community and educational institutions. All have signed up to the following

CALL believes our education system should provide:

- equality of access to high quality education for all learners (regardless of: class, gender, age, ethnicity, sexual orientation, disability, asylum status or employment status), including a statutory right to learning in the workplace
- universal access to basic skills, ESOL and ICT courses and a first level three qualification regardless of age
- learner, teacher and community involvement in all levels of decision-making about their learning wherever it takes place
- learning for personal wellbeing and development and the maintenance of local authority adult education
- a path out of poverty and disadvantage including widening participation in higher education and the provision of a second chance later in life

- a stable, motivated and rewarded workforce of professional practitioners
- Briefing materials are currently being prepared for all UCU branches to help them organise local activities in support of the campaign including local lobbies of MPS and letters to the local press. A national lobby of parliament is to take place in February. For latest information go to www.callcampaign.org.uk/

UCU prison reps induction training – module 1

This 2 day course is aimed at members who work in prison education that are new to the role of the rep or are thinking about undertaking this essential role.

This module must be completed before any of the other accreditation modules can be attended.

This course will help you to:

- understand your role and legal rights as a UCU representative
- develop the skills and knowledge necessary to enable you to undertake this role effectively.

This course will cover topics such as:

- the purpose of UCU, its structure, functions and democratic processes and how you can get involved in these
- support that can be provided to you as a UCU rep
- how organising and campaigning methods support your union role
- how to build and sustain effective UCU branches

For more details and an application form please use the following link:

www.ucu.org.uk/index.cfm?articleid=3485

Dispute resolved at Barnsley

There has been an end to the dispute involving the threatened dismissal of branch officer Bob Willerton. Following a successful one day strike by members and an appeal hearing, the following was agreed with the college.

1. The original decision to dismiss Mr Willerton for gross misconduct is withdrawn.
2. Both parties agree that it is in the best interests of both Mr Willerton and the College that he continues his career away from Barnsley College.
3. Mr Willerton leaves with the best wishes of the College

Union Leaning Reps Training

There are some spare places on the second module of the ULR course '**Working with Members**' which is taking place in **Harrogate** on **5 & 6 November 2008**.

If you are interested in attending, please contact Linda Lawton at the UCU Manchester office llawton@ucu.org.uk

For more information on this course and other UCU courses please go to:
www.ucu.org.uk/index.cfm?articleid=3311

Tackling bullying - a UCU conference

UCU will be holding a national conference on tackling bullying and harassment in the tertiary education workplace on 27 November in London

**UCU conference centre
Britannia Street
London WC1X 9JP**

[Click her for Britannia Street office location map](#)

Speakers include:

Professor Iain Coyne, University of Nottingham

John Bamford, UCU's health and safety advisor.

There will also be practical workshops in the morning and afternoon, on campaigning against bullying and negotiating anti-bullying policies, and results from UCU's forthcoming survey of bullying and cyber-bullying.

If you would like to attend, please contact **Stephen Court**

UCU Colleges Department, 27 Britannia Street, London WC1X 9JP