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**Final Pay Offer for England FE Colleges**

## Final Pay Offer for England FE Colleges

Negotiations on the 2012/13 pay offer concluded on 28 June. Members will recall that throughout the talks employers had been insisting on the unions signing up to "flexibilities" as a condition of making any pay offer. At the previous meeting they clarified this as demanding that we accept the ending of automatic incremental progression on pay scales for a 0.5% pay increase.

Your negotiators were resolute in opposing these moves and eventually succeeded in forcing the employers to totally withdraw these conditions and make a final revised offer of:

- 0.7% increase on all pay points above £15,000
- £200 flat payment for those below £15,000

On the non pay elements the employers will:

- Proceed with a joint national working party on good practice on lesson observations.
- Remind colleges of the national agreement on regulating working hours.
- On zero hour contracts will reiterate clauses of the existing national part-time agreement that recommend minimum hours for variable hour contracts

### Next steps

The FE committee of the National Executive (FEC) has considered this final pay offer and decided to consult members through branch meetings to be held at workplaces between now and the end of September.

The FEC recognised that the removal of the conditions was an important achievement allowing UCU to make it clear that any employers who attempt to end incremental progression do so without the recommendation from the AoC. The agreement to recommend colleges adopt minimum rather than zero hours for part time staff, the promotion of the national workloads agreement and a willingness to discuss best practice on lesson observation are also very welcome.

The committee however is recommending that the offer is rejected because it is far below the claim for 5% and with current inflation rates is effectively a pay cut.

In line with a decision of the national annual sector conference in June, branches are therefore being asked to support the position that members should be balloted for a programme of escalating strike action in pursuit of an improved offer.

### Make sure you have your say

It's important that members attend their branch meetings to make their views known.

Branches will discuss the recommendation of the FEC and decide if the offer should be rejected or accepted and whether the union should ballot for a programme of strike action.

The decisions of branches will be recorded and sent to head office. The results of the consultation will inform the FEC which will be meeting on 5 October to determine the next steps.