



Ballot commentary for Welsh National FE Contract for ALL Employees

Introduction

There are two documents which you will need to read to understand what is in the new contract and how it will be implemented:

- the **Wales National Contract** itself (the version pertinent to your contract type as listed below)
- the **Implementation Agreement** which affects the timing of the introduction of the contract for groups of staff and the protections available to individuals.

Lecturers will also need to consider:

- the National Agreement on Lecturer's Workload Allocation for Further Education Colleges in Wales.

These documents can be found here: <http://www.ucu.org.uk/walesnationalcontract>

Recommendation

The Joint Trade Unions in Wales are recommending acceptance of this contract, as the best we can achieve by negotiation, for the following reasons: it provides protection against an individual college, intent on cost cutting, from worsening your conditions of service; by 1 September 2016 all employees will be on the National Contract; it will provide a contractual right to a national pay scale; it will prohibit zero hours contracts; and it will provide all directly employed staff with the **living wage** backdated to 1 August 2013.

The Contract

The National Contract has been drafted to harmonise, within current budget constraints, the terms and conditions of all employees working within the FE sector in Wales. There are ten separate versions for the different contract types used in Further Education, they are:

- A. Management Spine Salaried Full-Time Permanent
- B. Management Spine Salaried Fractional Permanent
- C. Lecturer Salaried Full-Time Permanent
- D. Lecturer Salaried Fractional Permanent
- E. Lecturer Part-Time Hourly Paid Permanent
- F. Business Support Salaried Full-Time Permanent
- G. Business Support Fractional Permanent
- H. Business Support Salaried Term Time Full-Time and Permanent
- I. Business Support Salaried Term Time Fractional and Permanent
- J. Business Support Part-Time Hourly Paid Permanent.

The main terms of the contract are covered by the offer made by ColegauCymru in April 2013 and they are:

Management spine staff

- 37 days leave plus 8 bank holidays plus up to 5 efficiency days
- Agreement to negotiate a time off in lieu (TOIL) policy for managers

Lecturers

- A 37 Hour week with an entitlement to work for 5 hours off site
- A maximum of 835 annual contact hours (annualised)
- A maximum of 24 weekly contact hours with up to 2 additional hours per week for a maximum period of 7 weeks, normally in the first term
- A maximum of 24 teaching sessions per week
- Probationary lecturers to deliver a maximum of 90% of annualised contract with at least 10% (one session) kept free
- Lecturers undertaking a professional teaching qualification to deliver a maximum of 90% of annualised contract with at least 10% (one session) kept free
- 46 days' holiday plus 8 bank holidays plus up to 5 efficiency days (with at least 20 days continuous leave once a year)
- 20 minutes for preparation and marking for hourly paid staff – this calculation only to be used as a means of determining pay for hourly paid staff
- Removal of words 'classroom administration' from the part-time lecturers' agreement (para 3.2 (ii), made in 2005)
- 5 days' directed scholarly activity
- A requirement to undertake 30 hours of continuing professional development every year (pro-rata arrangements will apply for fractional and part-time hourly paid staff)

Business Support

- 28-32 days annual leave (linked to years of service) plus 8 bank holidays plus up to 5 efficiency days
- Agreement to negotiate a common pay spine for business support staff after the negotiations on the common contract
- Introduction of the living wage of all directly employed staff of colleges in Wales

Implementation

ColegauCymru have agreed an implementation strategy with the joint trade unions in which the new contract in some colleges could be phased in over time. The agreement requires all colleges to have implemented the contract for all staff by 1st September 2016. Staff will be able to retain their current contract until 31st August 2016.

Additional points

ColegauCymru will undertake to continue working with the joint trade unions on the management of change and a range of policies after April 2014

Guidance

The Joint Trade Unions will undertake to draft guidance for our members once the contract has been accepted by our membership.

Vote 'Yes' in the ballot

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Working together to further education