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Pay Campaign Latest

Next Steps FE England Pay Dispute

At its meeting on Friday 7 March, the Further Education Committee (FEC) considered the results of a survey of branches on options for the next steps in the FE England pay dispute. Responses were received from 129 colleges covering just over 60% of members involved in the pay dispute. The three survey responses that received overwhelming support from a large majority of branches were:

- A programme of coordinated activities to raise the profile of the dispute
- A delegate lobby of parliament
- Develop a strategy based around targeted action

Further one day strikes, either rolling regionally or coinciding with the NUT strike on 26 March and/or the first negotiating meeting of this year's pay round were not well supported at the present time. The FEC considered a formal proposal to take strike action on 26 March with NUT members; however this was not agreed.

This year's pay claim (see below), notes that although the majority of colleges indicate that they want national bargaining on pay, at the same time they want the freedom not to follow the recommendation at all. Not only are the AoC making offers which amount to real pay cuts year after year but it seems that many of their members are not even paying the national recommendation.

FEC agreed that Officials should prepare a report on different types of national collective bargaining for a future FEC with the intention of developing a strategy for meaningful collective bargaining in the FE, Adult and Prison sectors.

A Calendar of Campaigning on Pay

In order to raise the profile of the FE England pay dispute and build solidarity, FEC Officers have agreed the following calendar of activities which will be supported with a flier and poster.

Branches to hold lunch time meetings/demonstrations/solidarity activities on:

- **26 March** to show solidarity with NUT members on strike
- **28 March** TUC Fair Pay Fortnight day of workplace activities – branches are encouraged to organise joint workplace activities with other FE unions. For more information see:
<http://fairpayfortnight.org/>
- **1 April** to show solidarity with Lambeth UCU members on strike and also to highlight local issues.
- **2 April** lobby of Parliament - branches are encouraged to send delegates to lobby Parliament and conduct local lobbying activities. UCU have invited UNISON and the AoC to join us as partners in this important lobby of Parliament on FE and HE funding
- **5 April** Special FE Sector Conference on next steps in FE England pay campaign. Make sure your branch's voice is heard at this important decision making conference
- **16 May** lobby of second round of 2013/14 FE England pay talks.

Principals' Pay – Doing Very Nicely

FEC noted that:

- Over ten years, College Principals' pay has grown by 50.7%. This is almost double the rate of growth for the entire education sector and 2.7 times the rate of growth for FE staff subjected to national pay recommendations
- FE College Principals' pay has grown at a rate 56.5% higher than UK average earnings in the ten year period 2002/03 – 2011/12
- Principals' pay growth has substantially exceeded both inflation measures and has risen at more than twice the rate of CPI and one and a half times the rate of RPI over the last decade.

The findings will support future campaigning on FE pay.

Special FE Sector Conference

Branches should now have received a calling notice for a special Further Education Sector Conference to take place at the Manchester Mechanics Institute on Saturday 5 April 2014. The business of the conference will be to determine the next steps in the pay campaign.

Information about the conference can be found at:

www.ucu.org.uk/FESCApril14

This Special Sector Conference has been called following requisitions under Rule 16.10 from at least 20 FE branch quorate general meetings.

2014/15 FE England Pay Claim

The Joint FE Trade Unions' 2014/15 pay claim has now been submitted to the AoC. UCU continues to remain in dispute with the employers over its 2013/14 claim and has rolled over that claim together with the new claim.

This year's claim is for:

- £1,040 consolidated or 3% on all points, whichever is the greater
- A recommendation to colleges to become accredited Living Wage employers
- A commitment to safeguard wages for a minimum of three years.

The first meeting of the National Joint Forum to discuss the claim will be held on 8 April. Full details of the claim can be found at:

www.ucu.org.uk/FEpayengland

Prison Education Annual Meeting 28 March 2014

The Prison Education Annual Meeting will be held on the 28 March at UCU Head Office, Carlow Street, London, NW1 7LH.

Speakers are now confirmed as Sharon Barrett, NOMS & Richard Ward, Offender Skills and Employment Team.

This meeting is for Prison Education Reps. Each prison education department may send one voting representative to the annual meeting. In addition where there is an established Prison Branch that branch will be entitled to send a delegate who will be elected by the branch members.

The deadline for delegate registrations has been extended to 21 March. Please register here:

www.ucu.org.uk/PrisonEdMeeting