

Jane Davidson AM
Minister for Education and Lifelong Learning
National Assembly for Wales
Crickhowell House
Cardiff Bay
CF99 1NA

2 February 2007

Dear Jane

Agreement on FE Pay Negotiations - Phase 4 (2005/06) of the Further Education Pay Initiative

We are writing on behalf of fforwm and the FE trade unions' side to inform you that we have reached agreement on a pay award for staff employed in the 23 FE colleges (including Merthyr Tydfil College, University of Glamorgan) and the two FE institutions in Wales.

During the course of the negotiations we have kept officials at DELLS regularly informed on progress.

Under the agreement, all employees will receive a 2.5% pay increase backdated to 1 August 2006.

Both sides recognise the importance of the equality agenda and the significance of current legislation affecting disability, gender and ethnicity. Individual Colleges have drawn up their own responses to this agenda to ensure they comply with legislation. We note that the Association of Colleges is working with trade unions to offer some general advice to Colleges in England and to identify good practice. We agree therefore that it would be helpful for fforwm and trade unions to work together to see whether the advice to be offered by the Association of Colleges is appropriate in the Welsh context and to draw lessons from it which might be helpful to Colleges in Wales.

In respect of absence management, pilot projects are currently being funded by the Welsh Assembly Government in five Colleges, following the National Assembly for Wales Audit Committee report on sickness absence. These pilot projects aim to ensure that accurate absence data are collected in a consistent manner and help towards the creation of a sector-based approach to the recording, measurement and management of sickness absence. The projects will also provide a sound basis for sharing existing good practice and enable effective benchmarking.

fforwm will wish to discuss with trade unions the results of the pilot projects which are expected to report in the summer 2007, before implementation from September 2007.

fforwm and trade unions agree to address the issue of managing change as set out in the pay claim, which seeks to require a process to avoid compulsory redundancies.

The Independent Review into the Mission and Purpose of Further Education in Wales may have implications for staff. Accordingly fforwm and the trade unions undertake to meet to discuss any implications arising from the recommendations of the FE Review following its publication, expected in the autumn 2007.

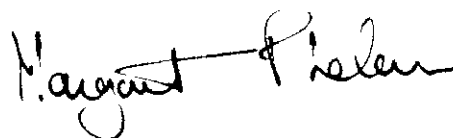
fforwm has now established membership on its side for the working group on job evaluation of support staff and on management training and workload. The latter group will wait for the report of the FE Review before meeting.

If you have any comments about the agreement or require any points of clarification, we would welcome contact with your office.

Yours sincerely



Dr John Graystone
Chief Executive
fforwm
on behalf of fforwm



Margaret Phelan
National Officer, Wales, UCU
on behalf of trades unions representing
FE staff

Trade unions representing FE staff

AMICUS - the union

Association for College Management (ACM)

Association of Teachers and Lecturers (ATL Cymru)

GMB, Britain's General Union

National Association of Schoolmasters and Union of Women Teachers (NASUWT)

Transport and General Workers Union (TGWU)

UNISON – Cymru

Undeb Cenedlaethol Athrawon Cymru (UCAC)

University and College Union (UCU)

Jane Davidson AC/AM
Y Gweinidog dros Addysg, Dysgu Gydol Oes a Sgiliau
Minister for Education, Lifelong Learning and Skills



Llywodraeth Cynulliad Cymru
Welsh Assembly Government

Our Ref: JD/00133/07
Your Ref:

Margaret Phelan
Regional Official
NATFHE
Wales Office
The Enterprise Centre
Tondu
Bridgend
Mid Glamorgan
CF32 9BS

RECEIVED 21 FEB 2007

18 February 2007

Dear Margaret,

Thank you for the joint letter of 2 February from yourself and John Graystone, advising me that agreement has been reached on the pay award for the current academic year.

I appreciate the considerable level of negotiation which has taken place to date and, once again, congratulate you for reaching an agreement that ensures the continued parity of pay between FE lecturers and schoolteachers. I also wish you success taking forward the other important joint work set out in your letter.

My officials will arrange the allocation of the additional sum earmarked for FE pay in 2006/07.

Please convey my thanks to the other members of your negotiating teams.

*Yours,
Jane*

Jane Davidson AM
Minister for Education and Lifelong Learning

Margaret Phelan

From: John Graystone [john.graystone@fforwm.ac.uk]
Sent: 02 February 2007 19:23
To: Margaret Phelan
Subject: FW: FE Pay
Attachments: Jane Davidson joint fforwm union letter Jan07.doc

Margaret

I'm forwarding to you a message sent to Richard Spear.

I have also sent you three signed copies of the letter to the Minister - can you sign all three and send one to the Minister, one back to me and keep one for yourself.

John

From: John Graystone
Sent: 02 February 2007 19:10
To: richard.spear@wales.gsi.gov.uk
Cc: Andre Morgan (E-mail); annie.williams@fc.harlech.ac.uk; brian.robinson@colegsirgar.ac.uk; Brynley Davies (E-mail); c.roblin@swancoll.ac.uk; David Jones; dwynwen.morus@mail.menai.ac.uk; Fred Cunningham (E-mail); Glyn Jones (E-mail); Graham Price (E-mail); Haydn Edwards (hee@menai.ac.uk); Howard Jenkins (E-mail); howard.burton@colegwent.ac.uk; Huw Evans (E-mail); i.jones@fc.harlech.ac.uk; ij.rees@meirion-dwyfor.ac.uk; j.knight@morgannwg.ac.uk; Janet Lavis; John Graystone; John Stephenson (E-mail); joshea@glam.ac.uk; lynette.copland@colegsirgar.ac.uk; Malcolm Charnley (E-mail); Margaret Jones (E-mail); Mark Leighfield (E-mail); Mark Simkin (E-mail); mark.dacey@nptc.ac.uk; markjones@bridgend.ac.uk; Maxine Room (E-mail); Nick Bennett (E-mail); Paul Halstead (E-mail); pc@yale.ac.uk; Sandra Ashong (E-mail); Tracey Woods
Subject: FE Pay

Dear Richard

I attach a copy of a letter being sent to the Minister from Margaret Phelan and myself confirming the FE pay agreement for 2006/07. As Margaret and I have to sign it, the hard copy may not arrive till the middle of next week.

Can you forward this to the Minister's office to ensure that a reply can be received from her as soon as possible.

Thanks

John

John Graystone
Chief Executive
fforwm
Quadrant Centre
Cardiff Business Park
Llanishen
Cardiff
CF14 5WF
029 2074 1800

05/02/2007