

**Further Education Joint
Trade Unions Wales**



**Cyd-Undebau Llafur
Addysg Bellach Cymru**

JTU paper on Workload for Principals Meeting in May 2017

Context

At the meeting with ColegauCymru on 7th April the JTUs heard for CC representatives that there is no 'appetite' within the principal's group to discuss the claim from the JTUs to amend the National Workload Agreement to include HE in FE; course leadership roles; quality assurance functions of academic staff and a reduction in teaching hours.

Rather than register a failure to agree the JTUs agreed to put a paper to the next principals' meeting, to ask the group to reconsider their decision or offer an alternative mechanism for addressing the issue of increasing workloads for academic staff in FE and the potential impact on quality of the provision and the health and well-being of staff.

Rationale

UCU conducted a national workload survey and the report was published in June 2016 and not surprisingly 80% of those responding to UCU (370 in total) in Welsh FE agreed that the pace and intensity of workloads has increased significantly over the last three years. UCAC's national workload survey results support these findings, with over 78% of respondents noting that they had excessive workloads.

Interestingly the same period that covers the introduction of the National Contract, the sector have seen significant funding cuts which is addressed below.

The government commissioned the EWC to conduct a staff survey and the resulting evidence found that 'workload was shared as the least rewarding aspect of registrants' roles, in FE the figure was 61.8%.' The main factor which impacted most on respondents' ability to effectively manage their workload were administration at 79.9% in FE, coming second at 40.7% in FE was fitting the curriculum content into the hours. These figures were based on a response from 961, which as a percentage of FE teachers is 17%.

The recent report from the Auditor General for Wales on the Welsh Government oversight of further-education colleges' finances and delivery, had this to say about the impact of funding

"Colleges have responded effectively to smaller funding settlements by cutting costs and changing course delivery, but believe that they have limited scope to make further savings without cutting provision for 16-19 age group..... Expenditure cuts have resulted in large reductions in the workforce and with many staff having wider or different responsibilities. Total whole-time equivalent staff numbers fell by 16.9% 2012/13 and 2015/16, including an 11.5% reduction in teaching posts" (section 27 of the Summary Report). A fact that college

leaders acknowledged in their comments (section 2.30) "...with remaining staff often having increased responsibilities and workloads."

The Offer

On hearing the response from the principal's group the JTUs offered to make the implementation of amendments to workload agreement conditional on receipt of funding from the Welsh Government, similar to the position we took in relation to the introduction of the national pay scales.