

Cylchlythyr Ymgyrch Llwyth Gwaith Rhif 2

Workload Campaign Newsletter No 2

Yn y cylchlythyr yr wythnos diwethaf gwnaethom esbonio'r hyn sydd wedi bod yn digwydd mewn perthynas ag arolygon diweddar ar lwyth gwaith a gynhaliwyd gan UCU Cymru a Llywodraeth Cymru. Yn y cylchlythyr hwn, hoffem esbonio sut roedd NATFHE, ein hundeb flaenorol, wedi gallu darbwylo'r Llywodraeth a chorff cyflogwyr Fforwm, ColegauCymru bellach, i gytuno i drafod graddfeydd cyflog cenedlaethol ar gyfer addysg bellach a chontract cenedlaethol ar gyfer addysg bellach a staff addysg bellach yng Nghymru. Nid oes gan eich cydweithwyr yn Lloegr raddfa gyflog genedlaethol sydd ar waith ym mhob coleg, na chontract addysg bellach cenedlaethol chwaith. Mae gan bob coleg ei delerau ac amodau ei hun. Dyna oedd man cychwyn NATFHE yn 2002, pan gawsom y cyfle i sefydlu'r corff negodi gyda'r cyflogwyr gyda chymorth Jane Davidson, y Gweinidog Addysg ar y pryd.

Mae'n bwysig i ddyfodol y graddfeydd cyflog cenedlaethol a'r contract cenedlaethol bod aelodau'n deall yr hyn roedd yn rhaid i'w cyflogeion ei wneud er mwyn llwyddo. Dyma hanes yr ymdrechion i sicrhau eich telerau ac amodau presennol. Bydd rhai yn gofyn pam rydym yn adrodd y stori hon, a'r ateb yw oherwydd efallai nad yw ein cydweithwyr iau a'r sawl nad ydynt yn aelodau yn sylweddoli'r hyn sydd angen ei wneud er mwyn sicrhau telerau ac amodau gwaith rhesymol. Nid ydym wedi

In the newsletter last week we explained to you what has been happening in relation to recent surveys on workload conducted by UCU Cymru and the Welsh Government. In this newsletter we want to explain how it is that NATFHE, our predecessor union, was able to persuade the Government and the employers body Fforwm, now ColegauCymru, to agree to negotiate national pay scales for FE and a national contract for FE for FE staff in Wales. Your colleagues in England do not have a national pay scale that operates across every college, neither do they have a National FE contract. Each college has its own terms and conditions. That was the starting point for NATFHE in 2002, when we got the chance to set up the negotiating body with the employers supported by the then Education Minister, Jane Davidson.

It is important to the future of both the national pay scales and the national contract that members understand what their colleagues had to do in order to be successful. This is the story of the fight to get your current terms and conditions. Some will be wondering why we are telling this story, it is because our younger colleagues and non-members may not realise what it takes to achieve decent terms and conditions of work. We are not there yet, we still have to address the issue of workload nationally to ensure the health and well-being of our

cyrraedd y diwedd eto, mae'n rhaid i ni fynd i'r afael â mater llwyth gwaith yn genedlaethol o hyd er mwyn sicrhau iechyd a lles ein haelodau.

Yn ystod haf 2002, gofynnwyd i bob aelod o NATFHE yng Nghymru bleidleisio, a gwnaethant bleidleisio i streicio er mwyn cael cynnig cyflog rhesymol gan gyflogwyr. Roedd hyn yn digwydd yn rheolaidd bob blwyddyn. Roedd rhai colegau yn fodlon talu mwy nag eraill a bu anghytuno am y rhan fwyaf o flynyddoedd. Aeth un o swyddogion NATFHE at uwch was sifil i weld a fyddai'n cefnogi cais am fargeinio cenedlaethol yng Nghymru. Ar ôl cryn dipyn o drafod a lobio gwleidyddol, cyhoeddodd y Gweinidog y byddai'n darparu cymorth ariannol i roi graddfeydd cyflog ar waith ar gyfer darlithwyr a oedd yn debyg i raddfeydd cyflog athrawon ysgol. O'r diwedd, gwnaethom ennill y ddadl dros barch cydradd rhwng darlithwyr ac athrawon ysgol. Gwnaeth gymryd 4 blynedd o drafod a £40+m yn ychwanegol er mwyn sefydlu graddfeydd cyflog ar gyfer staff cymwysedig, staff heb gymhwyso a rheolwyr yn y sector addysg bellach. Roedd disgwyl bellach i bob aelod o staff academaidd, gan gynnwys staff rhan amser, gael eu talu yn ôl yr un graddfeydd cyflog, yn hytrach na'r 29 o raddfeydd cyflog a oedd yn bodoli ym mis Ebrill 2003. Daeth y cytundeb terfynol, a oedd yn cynnwys cytundeb ar yr Uwch Raddfa Gyflog, i ben ym mis Ionawr 2006.

Roeddem newydd lofnodi'r cytundeb a dechreuodd colegau herio'r cytundeb ar gyfer y trothwy (mynediad at yr uwch raddfa gyflog). Gwnaethom herio eu dehongliad a gwnaethant ildio. Heriodd

membership.

In the summer of 2002, every NATFHE member in Wales was balloted and they voted to take strike action to get a reasonable pay offer from the employers. This was a regular annual occurrence, some colleges were willing to pay more than others and the battle happened most years. The official for NATFHE approached a senior civil servant to see if they would support a call for national bargaining in Wales. After much discussion and political lobbying the Minister let it be known that they would provide financial support to put national pay scales for lecturers in place which reflected those of the school teachers. We had finally won the argument about parity of esteem between lecturers and schoolteachers. It took 4 years of negotiation and an extra £40+m to achieve a set of pay scales for unqualified, qualified and management spine staff in FE. All academic staff, including part time staff were now be paid the same set of pay scales, rather than the 29 pay scales which were in existence in April 2003. The final agreement, which included agreement on the Upper Pay spine, was concluded in January 2006.

The ink was hardly dry on the agreement and colleges started to challenge the agreement for threshold (access to the upper pay spine). We challenged their interpretation and they conceded. Fforwm challenged the agreement over the date that a certain event would apply, again we had to challenge them. It mean that members would lose an increase in their pay for a six month period. This time we needed to use the offices of ACAS; we won the decision and

Fforwm y cytundeb o ran y dyddiad y byddai digwyddiad penodol yn berthnasol, ac eto roedd yn rhaid i ni ei herio. Roedd yn golygu y byddai aelodau yn colli codiad i'w cyflogau am gyfnod o chwe mis. Y tro hwn, roedd angen i ni ddefnyddio swyddfeydd ACAS; gwnaethom ennill y penderfyniad a chytunodd ACAS mai ein dehongliad ni o'r cytundeb oedd yn gywir.

Yn 2007, gwnaethom ddechrau gweithio ar y contract cenedlaethol. Gwnaethom lobbïo Aelodau Cynulliad dros y mater gan geisio eu darbwylllo ei bod yn gwneud synnwyr bod contract cenedlaethol yn bodoli o ystyried bod gennym raddfeydd cyflog cenedlaethol, gan ddadlau cydraddoldeb ag athrawon ysgol eto. Gwnaethom weithio'n wleidyddol er mwyn sicrhau bod Carwyn Jones yn cynnwys y Contract Cenedlaethol yn ei fanifesto ar gyfer etholiad y prif weinidog ym mis Rhagfyr 2009. Enillodd yntau ac fe enillon ni hefyd. Roedd bellach gennym ysgogiad i ofyn i ColegauCymru drafod telerau'r Contract Cenedlaethol a'r Cytundeb Llwyth Gwaith Cenedlaethol i Ddarlithwyr.

Gwnaethom ddechrau'r trafodaethau drwy ddiweddarau'r **Cytundeb Cydnabod Cenedlaethol** er mwyn sicrhau bod gennym strwythurau ar waith i'n galluogi i gyflawni'r gwaith manwl ar y contract ar ddechrau 2010. Cymerodd 3 blynedd o waith caled gan eich negodwyr cenedlaethol a swyddog Cymru fel ysgrifennydd ochr y cyd undeb llafur, i ddod at gytundeb ar y **Contract Cenedlaethol**, y **Cytundeb Llwyth Gwaith Cenedlaethol** i Ddarlithwyr a'r **Cytundeb Gweithredu Cenedlaethol**

ACAS agreed that our interpretation of the agreement was the accurate one.

In 2007 we started work on the national contract. We lobbied Assembly Members over the issue trying to persuade them that given we had national pay scales it made sense for there to be a national contract, again arguing parity with school teachers. We worked politically, to get Carwyn Jones to put the National Contract in his manifesto for leadership election for the first minister in December 2009. He won and so did we, we now had the impetus to get ColegauCymru round the table to discuss the terms of the National Contract and the National Workload Agreement for Lecturers.

We started the discussions by updating the **National Recognition Agreement** to ensure that we had the structures in place to allow us to do the detailed work on the contract early in 2010. It took 3 years of significant work by your national negotiators and the Wales official, as secretary to the joint trade union side, to reach an agreement on the **National Contract, National Workload Agreement** for Lecturers and a **National Implementation Agreement** to ensure that all colleges applied the provisions of the agreement fairly and consistently across Wales.

Academic year 2017/18, we believe, is the right time to cover those elements which we could not get ColegauCymru to agree during the original negotiations. Your branch officers have spent time over the past twelve months working on what they believe to be the priorities for

er mwyn sicrhau bod pob coleg yn cymhwyso darpariaethau'r cytundeb yn deg ac yn gyson ledled Cymru.

Yn ein barn ni, y flwyddyn academiaidd 2017/18 yw'r amser cywir i drafod yr elfennau hynny nad oeddem yn gallu cael Colegau Cymru i gytuno arnynt yn ystod y trafodaethau gwreiddiol. Mae eich swyddogion cangen wedi treulio amser dros y deuddeg mis diwethaf yn gweithio, yn eu barn nhw, ar y blaenoriaethau ar gyfer gwella eich llwythi gwaith. O ganlyniad i'r gwaith hwnnw, mae UCU yn awyddus i sicrhau y caiff yr eitemau canlynol eu cynnwys yn y Cytundeb Llwyth Gwaith Cenedlaethol. Rydym o'r farn y bydd hyn yn helpu i leihau'r swm sylweddol o oramser di-dâl y mae'n rhaid i ddarlithwyr addysg bellach ei wneud er mwyn sicrhau eu bod yn gweithredu er budd gorau eu myfyrwyr:

- 6. Rhyddhau ar gyfer rolau arweinydd cwrs**
- 7. Rhyddhau pob aelod o staff addysgu academiaidd o ran swyddogaethau sicrhau ansawdd**
- 8. Rhyddhau ar gyfer paratoi a chyflwyno darpariaeth academiaidd sy'n newydd i'r aelod o staff**
- 9. Rhyddhau ar gyfer cyflwyno darpariaeth addysg uwch gan staff ar gontract cenedlaethol addysg bellach**
- 10. Lleihau oriau addysgu i uchafswm o 22 awr yr wythnos, ac eithrio saith wythnos gyntaf cwrs lle y gallai fod yn 24 awr yr wythnos. O ganlyniad i hynny, lleihau nifer yr oriau blyneddol i 765 o oriau addysgu.**

improving your workloads. The result of that work is that UCU want to have the following items covered by the National Workload Agreement. We believe that this will help to cut the significant amount of unpaid overtime that FE lecturers have to do to ensure they look after the best interests of their students:

- 1. Remission for course leadership roles**
- 2. Remission for quality assurance functions for all academic teaching staff**
- 3. Remission for the preparation and delivery of academic provision, new to the member of staff.**
- 4. Remission for the delivery of HE provision by staff on the FE national contract.**
- 5. A reduction in teaching hours to 22 hours maximum in any week, excepting the first seven weeks of a course , during which time it could be 24. With a consequential reduction in annualised hours to 765 teaching hours.**