



Secretary: Margaret Phelan
UCU, Unit 33
The Enterprise Centre,
Tondu, Bridgend
CF32 9BS

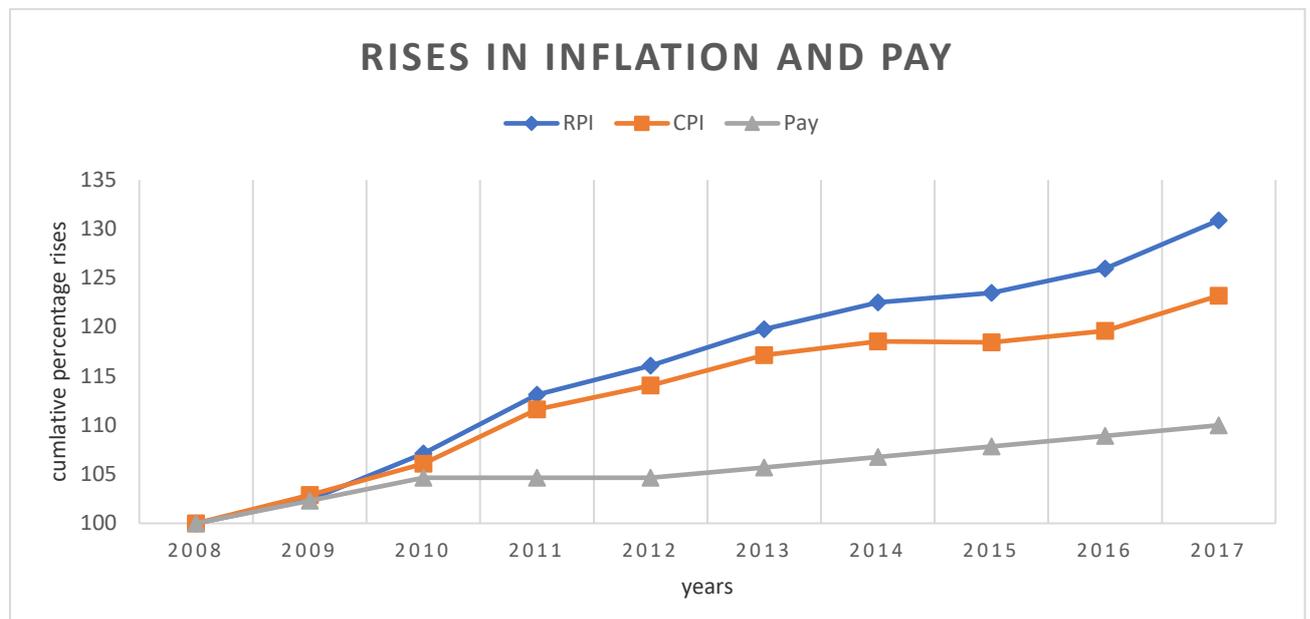
Tel: 01656 721951
Email: mphelan@ucu.org.uk

Mr Mark Dacey
Chair of Principals' Employment sub committee
Email only
24 July 2019

Dear Mark

RE Pay claim for FE sector in Wales 2019-20

Last year we produced the evidence below to demonstrate that over the past decade our wage rises have not kept pace with inflation, this means that year after year staff in the FE sector in Wales have experienced a falling standard of living. Staff at the lower end of the pay scales are experiencing real hardship.



At the same time as falling real wages we have seen many of our colleagues leave the sector. Those of us left are working ever harder with increased workloads. Both FE teachers and FE support workers listed workload as amongst the worst aspects of their job in the EWC survey published in 2017.¹

¹ National Education Workforce Survey Research Report, April 2017

As we agreed in the JTU paper on Workload for the Principal's meeting in May 2017, the JTUs committed to take no industrial action on workload if an agreement could be reached on amendments to the National Workload Agreement, based on the claim from UCU. This could then be costed presented to government to support the argument that government needed to consider increasing finance to the sector to address the issues of workload across FE as evidenced by their own survey conducted by the EWC and UCU's own survey. Despite the passage of two years we are still unable to put costing as those amendments have not yet been agreed.

Hopefully the current discussion on workload will be able to resolve the dispute with UCU and we will be able to focus on preparing the sector for the impact of the new post 16 funding body.

The Pay Claim

1. The Joint Trade Unions are claiming a 5% pay increase across the board to address the falling standards of living of their membership evidenced by the table overleaf

2. In addition to point one, the Joint Trade Unions require ColegauCymru to redress the differential award imposed on FE as a consequence of the decisions made in Westminster in the pay award of 2018/19 re-establishing the relationship between the scales which existed prior to the pay award last year:-

All teaching grades up to and including Main Grade 6 lecturers	3.5%
Upper spine (UP 1 - 3)	2%
All staff on Management contract (Excluding Senior Post Holders)	1.5%
Business support – (Salaries below £19,500)	4.5%
Business support – (Salaries above £19,501)	2%

This would mean an uplift of 1.5% for all staff on the Upper pay spine, 2% for all staff on the management spine (excluding senior post holders) and 1.5% for all support staff who received a 2% increase last year.

We look forward to a positive engagement with you on this pay claim.

Yours sincerely

Margaret Phelan
On behalf of the JTUs FE

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