



## **Wales Negotiations Committee Further Education Trade Union Side**

### **Pay and conditions claim 2016/17**

At a time when staffing levels in colleges in Wales is at an all-time low, it is imperative that colleges recognise the pressures placed on staff in relation to workload. A recent press release from CC stated that;

*"New figures published by the Welsh Government show the total full time equivalent number of staff employed by further education colleges and institutions in Wales fell by 7.3% between 2013/14 and 2014/15. 665 full time equivalent staff were lost in the last academic year alone. The number of staff employed is now lower than it has been in the ten previous years.*

*Hundreds of staff have left the sector as the colleges have merged and restructured in order to manage indiscriminate funding cuts. Former Welsh Government Ministers challenged the sector to make savings in 'backroom functions' in order to protect 'frontline services'. This has been done. The statistics show that the proportion of staff involved in teaching and learning has remained steady, at around 71% of total staff. Staffing in administration and central services on the other hand has reduced from 14% of the total in 2013/14 to 12% in 2014/15."*

In such a climate it is imperative that colleges recognise the value the current staffing cohort bring to the sector and their impact on outcomes for learners.

Last year we argued that over the last 5 years, a real terms shortfall of 15.4% has developed in FE Lecturer pay in comparison to RPI. FE lecturer pay has increased by 4.4% while RPI has increased by 19.8% over the same period.

This year the Joint Trade Unions call for:

a £1 an hour increase across all the rates.

A commitment from Colegaucymru to recommend the introduction of a national pay scale for support staffs, with the minimum grade equivalent to the value of the 'Living Wage'

We look forward to your response at our meeting scheduled for the 15<sup>th</sup> July 2016.