

Pay and conditions in the FE sector

Colleges are independent corporations with their own board of governors acting as the employer of staff. The vast majority of colleges belong to the Association of Colleges (AoC), which negotiates nationally with ATL and other recognised trade unions in the National Joint Forum in order to produce recommendations on pay and other employment issues. However, as there are no nationally fixed standards, pay and conditions do vary from college to college, so the following information is intended to act as a guide only.

Pay

All FE staff should be paid on the harmonised pay spine implemented in 2004.

Points 4 to 44 on the spine can be used for business support staff and points 4 to 26 for learning support staff.

Unqualified lecturers should be paid on a 4-point scale made up of points 15, 17, 20 and 21 on the harmonised pay spine.

Qualified lecturers should be paid on an 8-point scale, consisting of points 23, 25, 27, 29, 31, 33, 35 and 37.

There is a 5-point range for advanced teaching and training posts (points 37 to 41) and a pay range for leadership and management posts (points 37 to 68).

Pay progression

Although there is no explicit reference to incremental progression in national agreements, it is ATL's view that:

- unqualified lecturers should progress to the top of their 4-point scale and on through the qualified posts once qualified
- qualified lecturers should progress by annual increments to the top of their 8-point scale.

These nationally recommended scales do not provide for any bars or separate bands within the various pay scales/groups.

Statement of terms and conditions

All employees are entitled to receive a written statement of their main terms and conditions within two months of starting work. As well as the terms set out in this statement, there may be some terms of employment applying to all staff that are contained in a separate document such as a staff handbook, which should be readily available.

Working hours

As there is no national agreement on working hours for lecturers, these can vary considerably from college to college. However, agreements have been reached in a majority of colleges, which normally limit weekly working hours to 37 and teaching hours to between 800 and 850 per year. In addition, there is often a weekly limit on teaching hours of 24 hours.

More generally, the Working Time Regulations 1998 place a limit on the working week for all workers of 48 hours, averaged over 17 weeks.

Holidays

Again, there is considerable variation in the amount of paid holiday entitlement available to lecturers employed in different colleges, with a range of between 37 and 60 days plus bank holidays. In addition, many contracts provide for a specified number of 'efficiency' days when the college is closed, and 'self-directed' days when lecturers may work away from the college premises.

It is still unusual for holiday entitlement to be taken during the normal college teaching year, unless there is specific agreement with line managers. Many contracts specify that a minimum of four weeks' consecutive leave should be taken over the summer.

Other entitlements

The AoC has signed a number of national guidelines with ATL, together with other recognised unions, which establish recommended minimum standards for entitlements such as maternity leave, family purposes and dependant's leave, and sickness leave.

These agreements, and a number of others covering a wide range of employment issues, can be downloaded from the ATL website at www.atl.org.uk/help-and-advice/rights-and-conditions/rights-lecturers-FE.asp.

Further information

For all the latest information on pay and conditions in FE colleges, go to ATL's website at www.atl.org.uk. Use the MyATL panel to choose your sector, role and location, and click on 'activate my defaults', which will give you a series of quick links to the information most relevant to you.



Need advice?

Your local ATL branch is available to help with queries, or you can contact ATL's member advisers on **020 7930 6441**, email: info@atl.org.uk or write to 7 Northumberland Street London WC2N 5RD

Don't forget you can also get lots of help and advice, as well as download copies of other ATL advice sheets, on our website at www.atl.org.uk

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