

## Contents:

### News and advice

- Update on industrial issues (p2)
- Recognition agreements come flooding in (p2)
- New ATL reps at Brooklands and Guildford (p2)
- Further Education Sector Advisory Group (p3)
- Stress Management Standards in FE (p3)
- ATL gets its point across on the new ATLS post (p3)
- ATL concern over student visas (p3)
- Harmonised pay in the FE sector (p4)

Spring 2010



Norman Crowther, ATL's National Official for Post-16, and Wally Valentine, rep at Cambridge Regional College, enjoying a successful recruitment event.



## Recruitment at Cambridge Regional College

Even though Cambridge Regional College is the largest workplace branch in the union with almost 200 members, it can't be complacent about recruitment. Cambridge Regional College needs to recruit approximately 20 new members each year just to maintain its membership at current levels and more than 20 if the branch is to grow. This is no mean feat and is why Cambridge Regional College branch, a sub-branch of Cambridgeshire and Peterborough County branch, held a recruitment event at the College on Tuesday 2 February 2010. The event was a great success. ATL's stand was located in a prominent location within the College and was ably adorned by great materials and resources, which caused much excitement from students and staff, particularly the stress balls! As a result, we recruited 15 new members on the day and raised ATL's profile within the College with staff and students. Simply asking staff if they were in a union on the day was sufficient encouragement for many of them to join; all this goes to show that it is very true that if you ask people to join they will! ATL's thanks go to Niamh Sweeney and Wally Valentine for their superb work.



# UPDATE on industrial issues

## UCU finally comes into line

UCU has now followed the other five unions and agreed to accept the pay award of 1.5% from 1 August 2009, which was agreed by the other unions back in September.

## TUPE arrangements at Brooklands College

ATL has contested the arrangements for TUPE at Brooklands College; The Transfer of Undertakings (Protection of Employment) Regulations 1981 protect employee terms and conditions when the business in which they work is transferred from one employer to another. ATL has argued that the regulations around TUPE are not time bound. The college had merged some years previously and ATL holds that the transfer of staff pay and conditions are still legitimate. This is an example of where trade unions benefit all staff rights and entitlements; colleges who go through mergers or transfer staff to new academies are covered by TUPE regulations.

## Possible site closures at City of Bristol College

There is the possibility of multiple site closures and redundancies at City of Bristol College. The College is one of the first colleges to respond to the 'cuts' in FE funding for adults and the redirection of funds away from adult informal learning to more skills-based courses. The government's overall strategy is also to cut public expenditure in order to redress the imbalance in the economy.

ATL agrees with the City of Bristol College Principal's anger at the cuts and the potentially devastating impact that they may have on colleges around the country. With cuts in funding arguably between 10-25% members will no doubt face some difficult times.



Colleges have expanded under a Labour government and may have some room for absorption and redirection of staff, as well as changes to staffing policies. It is also important to emphasise the great benefits that adult informal learning brings to the local community in terms of personal development and a sense of wellbeing.



### What FE reps can do:

- Reps can ensure that the message is given to all staff that now is the time to join ATL! Members who have pre-established casework cannot be guaranteed full support, unlike members who join prior to any formal notices from the College about individual or collective issues.

## Redundancies at Manchester College

Approximately 300 redundancies have been proposed at Manchester College. Manchester College delivers prison education nationally in around 90 colleges. It has renegotiated its contract with the Learning and Skills Council (LSC) with a £3 million cut from the previous contract. In order to deliver the programmes efficiently the College has stated that major redundancies will be needed. ATL has a significant number of members working within prison education. ATL is considering its response to these changes in provision.

## ATL status at Seevic College

The refusal by the Principal at Seevic College to respond to ATL's letter seeking clarification re: ATL's status has meant that follow-up guidance has been sent to the local reps who are having difficulties seeking recognition. General guidance for all reps is now in draft form. ATL always hopes that local talks (at the very least correspondence to local reps) can avoid the escalation of such issues.

## RECOGNITION AGREEMENTS COME FLOODING IN

ATL is delighted to report that, from 1 March 2010, thanks to the efforts of ATL rep, Dave Johnson, it will receive recognition status at **Barnsley College**; the facilities agreement is still to be negotiated. **Boston College** has also confirmed that ATL now has recognition status and that Ray Amoss will be the accredited ATL rep. Furthermore, thanks to the efforts of Bill Mackay, ATL has gained recognition at **Great Yarmouth College**. Finally, ATL now has recognition at **Leeds City College** and is currently in discussion with the College around facilities time. ATL rep, Alvin Wood and his team have fought long and hard for this!

Our sincere thanks go to all four reps and the Colleges for their hard work and positive responses to ATL's request for recognition and we look forward to working together constructively in the future.

## NEW ATL REPS AT BROOKLANDS AND GUILDFORD

Penelope Dinning has become ATL's rep at Brooklands College. Penelope has been involved in the talks around the closure of the Ashford Campus site, which now looks as though it could be avoided. Penelope has moved the talks forward positively and our thanks go to Penelope. At Guildford College, Barbara Rodgers has become ATL rep, and as a result recognition is now tabled. Our thanks go to Barbara for helping members at the College through the restructuring of provision. The College has agreed with ATL's expert advice on the issue of 'continuous service', which will save members (and staff) thousands of pounds. The first figures quoted to staff did not include continuous service (if staff had any) and therefore if staff had signed a compromise agreement without checking first with ATL they would have lost a substantial sum of money.





## Further Education Sector Advisory Group

ATL's Further Education Sector Advisory Group (FESAG) has now been reconstituted with nine new members and one co-opted place for Wales. Places were heavily contested and ATL's Executive Committee decided on the members by consulting the applicants' supporting statements, roles in the post-16 sector and spread of member representation. The first meeting of FESAG will be held on 13 March 2010. The nine standard members are: Niamh Sweeney, Stephen Sidgwick, Simon Holland, Andrew Makin, Sam Meadows, Adrian Sutton, Katy Ryder, Kevin McLaren and Steve Hobden. FESAG is chaired by Stella Jales (Lead Member FE) and Ian Edney (Lead Member Sixth Form). A report from this meeting will be included in the summer issue of *Post-16 news*.

## ATL's FE sector zone update

ATL's FE sector zone has invited four principals/leaders within the post-16 sector to present their views and practice of leadership within the sector. These four individuals are leaders who were nominated by ATL members as examples of excellent leadership and they are: Jacqueline Hughes (Preston College), Nick Bennet (Gorseinon College), Ambrose Smith (Stockport College) and Lowell Williams (Dudley College). Our congratulations go to the four and we look forward to their presentations.



## Stress Management Standards in FE

ATL has begun talks with the Health and Safety Executive (HSE) re: collaborating on the implementation of the HSE's Stress Management Standards in FE. There are a number of ATL reps in colleges who have already begun talking to their colleges about the possibility of discussing implementation. After a very positive exploratory meeting, ATL and the HSE are hoping to provide a model of practice for colleges and reps to work with. This is an exciting development that will benefit members, staff and colleges. ATL would like to lead on this issue through our rep community. There will be specific training for monitoring stress for ATL reps.



For further information visit the HSE website at [www.hse.gov.uk/stress/standards/index.htm](http://www.hse.gov.uk/stress/standards/index.htm).

## Loss of financial support from BIS

BIS are to refine their support for qualifying lecturers in FE by focusing money on supporting part-time students via maintenance grants, which will cover the cost of the fees. This will result in a withdrawal of golden hellos and in the strong possibility of the withdrawal in financial support for full-time students; over 90% of the provision is now for part-time students.

## ATL gets its point across on the new ATLS post

At National Stakeholder meetings, ATL's view on the new ATLS post was accepted as correct. ATL argued that the role was ambiguous, had multiple interpretations by colleges and potentially disastrous consequences for the image of the sector, most significantly resulting in a 'de-skilling' of the FE sector. As a result, an emergency meeting of BIS, LLUK, the AoC and the unions is to be called. ATL has led on the formation of this meeting. ATL's thanks go to all reps who have pursued this issue and kept ATL up-to-date on college interpretations and structures.

## ATL change at the Institute for Learning

Martin Freedman is now the ATL stakeholder on the Institute for Learning (IfL) council, replacing Niamh Sweeney from Cambridge Regional College. Niamh has done a fantastic job during very difficult times for the IfL, with changes in the council constitution. ATL's elected member, Govind Bharadia, will work with Martin on the council.

## ATL concern over student visas

ATL has written to Phil Woolas, Minister for Borders and Immigration, expressing its concern over changes to the Overseas Student Visa Applications and the effects they will have on colleges and independent schools. ATL is concerned at the impact of the changes to student applications and, in particular, the lack of clarity concerning issues in South West China, which have affected both FE colleges and independent schools.



### What you can do:

- If you are affected by these changes please let ATL know as soon as possible.

## Multi-union collaboration on union learning workshops

Unionlearn, the LLUK, ATL, UCU and UNISON are collaborating on three workshops for union learning reps, workplace reps and members in relation to 14-19 learning. The workshops will be taking place during February and March in Leeds, on 13 February, Birmingham on 6 March and London on 13 March.



### What you can do:

- If you took part in one of these events please let ATL know what you thought.



## Harmonised pay in the FE sector

As part of a recommended two-year pay deal for 2003-05, staff should have been assimilated to a new harmonised pay spine by August 2004. Harmonisation simply means a nationally agreed set of scale points. If your college is at variance with the following salaries and their respective points (often this happens by not paying the recommended pay deal between the AoC and the six unions), then pressure needs to be brought on the College to move back to a harmonised pay scale.

Points 4-44 (£13,491 up to £43,188) on the harmonised pay scale can be used for business support staff and points 4-26 (up to £25,437) for learning support staff.

Unqualified lecturers should be paid on points 15, 17, 20 and 21 of the harmonised pay spine (£18,303 up to £21,861).

Qualified lecturers should be paid on points 23, 25, 27, 29, 31, 33, 35 and 37 of the harmonised pay scale (£23,202 up to £35,106).

Advanced Teaching and training posts should be paid on points 37-41 of the harmonised pay scale (£35,106 up to £39,522).

Leadership and management posts should be paid on points 37-68 of the harmonised pay scale (up to £87,834).

The updated harmonised pay spine can be found on ATL's website at [www.atl.org.uk](http://www.atl.org.uk).

### Pay progression

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

unqualified lecturers should progress to the top of their four-point scale and on through the qualified posts once qualified;

qualified lecturers should progress by annual increments to the top of their eight-point scale.

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

Although the FE colleges in Wales are independent institutions, they have all implemented the recommendations on pay, unlike colleges in England, because the Welsh Assembly Government has made funding for pay conditional upon colleges signing up to agreements between *fforwm* and the recognised unions. However, where conditions are concerned, there is considerable variation from college to college in Wales. This has led the unions to request that *fforwm* agree to negotiations on common arrangements across Wales.

## The 14-19 curriculum and its assessment

As we approach the General Election, there is much uncertainty about the impact of its outcome on post-16 education. Shortly before the election, however, we will see the LSC disappear. Its responsibilities will be split between the local authorities (LAs) and two new agencies: the Young Person's Learning Agency, which will support LAs in fulfilling their new duties for 16-19 learners and provide support for learners such as the Education Maintenance Allowance for 16-19 year-olds; and the Skills Funding Agency, which will work with employers, providers and learners over the age of 19 to invest in skills development. Responsibility for 16-19 funding will transfer to LAs.

Meanwhile, ATL will be publishing a position statement shortly on the 14-19 curriculum and its assessment. This position statement is the result of a specialist task group, which was established to engage ATL members in discussions on this subject within the sector. If you would like a copy of the position statement when it is available then please email Adrian Prandle at [aprandle@atl.org.uk](mailto:aprandle@atl.org.uk) in ATL's policy department. The position statement, along with some additional supporting documents, will be available on ATL's website at [www.atl.org.uk](http://www.atl.org.uk) soon.



### An important new resource for reps

A *Joint Agreement on Guidance for Regulating Working Hours in Further Education Colleges*, agreed between the AoC, ACM, ATL, the GMB, UNISON, UNITE and UCU is now available from ATL's website. This is an important resource for reps in their local negotiations over workload and stress. In addition, the Appendix contains an outline of the Stress Management Standards, which ATL is currently collaborating on with the HSE and is proactively raising with colleges. A full list of the collective agreements can be found on ATL's website at [www.atl.org.uk](http://www.atl.org.uk).



7 Northumberland Street, London WC2N 5RD, Tel: 020 7930 6441 Fax: 020 7930 1359 Email: [info@atl.org.uk](mailto:info@atl.org.uk)  
Website: [www.atl.org.uk](http://www.atl.org.uk)

©Association of Teachers and Lecturers, 2010. All rights reserved. Information in this bulletin may be reproduced or quoted with proper acknowledgement to the Association. To receive the text of this bulletin in large print, please contact ATL on 020 7930 6441.

February 2010. ATL Product Code: BUL01