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ATL and the ACM to form joint venture with view to closer co-operation

ATL and the Association for College Management (ACM) are setting up a joint venture to give members of both unions access to the services provided by each organisation. The joint venture, which is due to go live this autumn, will be called the Association of Managers in Education (AMiE), and will be run and managed by the ACM.



Currently, this is not a merger of the two unions, although this may be a possibility in the future if ACM members vote in its favour. In the meantime ACM, AMiE and ATL branches will continue to be run separately, and neither union will relocate.

AMiE's board will be made up of members of both unions and final details of how AMiE will operate will be decided in the coming months. The joint venture was approved unanimously by ATL's Executive Committee on 19 January and ACM's council on 25 January.

The joint venture will give ACM members free access to AMiE, as well as the benefits of associate membership of ATL, including access to all ATL's training, publications, member benefits and support from the national offices in Wales, Northern Ireland and Scotland.

ATL members, the 2,000 members in senior leadership roles in schools and colleges in particular, will have access to AMiE's services, including specialist advice and support with leadership and management roles as their careers progress. This support will also be available to any of ATL's other 120,000 working members who may seek promotion

in the future. ATL members who join AMiE will also receive ACM publications, training and access to their caseworkers.

ACM chief executive and general secretary, Peter Pendle, said:

"ACM and ATL share many common values and attitudes. This joint venture is really exciting for ACM members. I believe it will enable ACM to grow and maintain its identity, while strengthening its influence nationally."

ATL general secretary, Dr Mary Bousted, said:

"This is great news for ATL members. The joint venture will give ATL members in leadership roles, and those working towards promotion, specialist support and advice to help them in their daily roles. It will enhance the support we offer members at a time when the union is growing rapidly."

ACM has 4,000 members in leadership roles in further education (FE) and ATL has 2,000 senior staff in schools and colleges.

For further information please visit ATL's website at: www.atl.org.uk.

acm



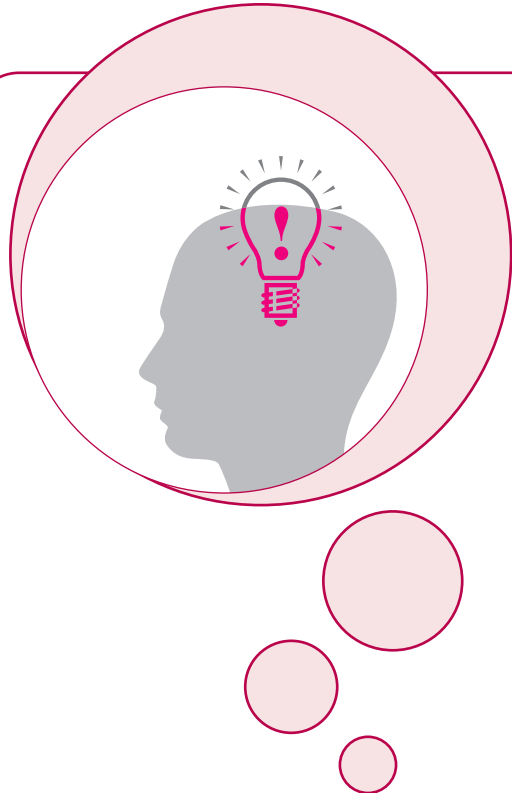
FE pay agreement in **England for 2007-08**

As reported in the autumn 2007 issue of *Total FE*, ATL's negotiators accepted the Association Of College's (AoC) final pay offer for 2007-08, which was for a two percent increase from 1 August 2007 with a further one percent increase from 1 February 2008.

However, the offer was contingent upon acceptance by all six unions in membership of the National Joint Forum and although four unions joined ATL in accepting, one union, the UCU, rejected the offer and gave notice of their intention to ballot members in January 2008 for industrial action. ATL played a key role in the decision of the five unions in favour of acceptance to write to the AoC requesting formally that the AoC proceed to recommend to colleges full implementation of the offer and take forward, with the unions, work on the non-pay components of the settlement. These components include such crucial issues for members as work-life balance and working time, and training and development. As a result of the intervention of the five unions, the AoC did recommend the agreement to colleges and to meet with the five unions to discuss the non-pay issues.



Full details of the agreement and the new pay scales can be found in the autumn issue of *Total FE* and on ATL's website at: www.atl.org.uk.



Re-think on college mergers

The Learning and Skills Council has announced that it is consulting over possible changes to the criteria by which mergers are approved. The review will take into account the views of the Department for Innovation, Universities and Skills (DIUS) as well as the Department for Children, Schools and Families.

ATL has always been sceptical about the effectiveness of 'super-sized' colleges formed by mergers in improving quality. As John Denham, Secretary of State at the DIUS said at the AoC's Conference in November: "There is no evidence that larger colleges provide more effective education". Also, mergers often have a detrimental effect on the jobs and pay and conditions of our members. ATL will continue to give careful scrutiny to any proposals for mergers.

FE pay scales from 1 August 2007

Instructors, demonstrators, associate lecturers and Main Grade and Upper Spine lecturers.

Points	From 1 August 2005	From 1 August 2006	From 1 August 2007	Increase	Increase
Instructor/demonstrator/associate lecturer					
1	£16,116	£16,519	£16,932	£413	1.025%
2	£17,100	£17,528	£17,966	£438	1.025%
3	£18,141	£18,595	£19,059	£465	1.025%
4	£19,281	£19,763	£20,257	£494	1.025%
Main Grade lecturer					
MG1	£19,281	£19,763	£20,257	£494	1.025%
MG2	£20,682	£21,199	£21,729	£530	1.025%
MG3	£22,344	£22,903	£23,475	£573	1.025%
MG4	£24,069	£24,671	£25,287	£617	1.025%
MG5	£25,965	£26,614	£27,279	£665	1.025%
MG6	£28,011	£28,711	£29,429	£718	1.025%
Upper Pay Spine					
UP1	£30,339	£31,097	£31,875	£777	1.025%
UP2	£31,464	£32,251	£33,057	£806	1.025%
UP3	£32,628	£33,444	£34,280	£836	1.025%

Sixth from college pay

ATL has reached agreement on a pay increase for teachers in sixth form colleges of 2.5% on all national scales and allowances for 2007-08. The revised pay scales are shown below:

Sixth form college teachers' pay spine from 1 Sept 2007

Spine point	pay from 1 Sept 2007
1	£20,131
2	£21,725
3	£23,444
4	£25,300
5	£27,303
6	£29,463

Professional standards payments from 1 Sept 2007

Spine point	pay from 1 Sept 2007
P1	£31,920
P2	£33,077
P3	£34,357

Management ranges from 1 September 2007

	1	2	3
A	£34,254	£35,438	£36,659
B	£35,867	£37,050	£38,272
C	£38,756	£39,938	£41,161
D	£41,015	£42,066	£43,262
E	£43,695	£44,877	£46,099

Pay scales for teachers in sixth form colleges will remain equal to or higher than those for teachers in schools, who also received an increase of 2.5% from September 2007. Maintaining this position was one of the key priorities set by the teacher organisations for the 2007 negotiations.

The 2.5% increase is below the rate of inflation for September 2007 which was 3.9%. This is an obvious and continuing matter of concern for the teacher organisations, which will press the employers on the matter in future negotiations.





London and Fringe area allowances

The Committee for Teaching Staff in sixth form colleges reached agreement on 13 December 2007 on an increase of 2.5 percent in the London and Fringe Area allowances for sixth form college teachers from 1 September 2007. College principals have been advised of the settlement and the new allowances should have been implemented by colleges with retrospective effect from 1 September 2007.

The levels of the three allowances payable from 1 September 2007 are as follows:

Inner London	£3,424
Outer London	£2,282
Fringe Area	£904

Throughout the negotiations the Staff Side reiterated its view that the London and Fringe Area allowances for sixth form colleges should be competitive with those for schools, and sought increased allowances which would provide parity with teachers in schools. As in previous years, however, the Employers' Side maintained that present levels of funding for colleges in London and the Fringe Area continued to prevent the payment of allowances at such levels and was willing, therefore, to offer an increase of only 2.5 per cent.

The Staff Side undertook a survey of college representatives in the London and Fringe Area to seek evidence of teacher supply problems, which might support its case and also to ascertain the likelihood of support for some form of industrial action in support of the claim. The survey received a very limited response, disclosing little helpful data and suggesting that there was unlikely to be sufficient support for any such action. The Staff Side, therefore, reluctantly agreed to accept the proposed increase. The Staff Side will return to the issue of London and Fringe Area allowances in future pay negotiations.

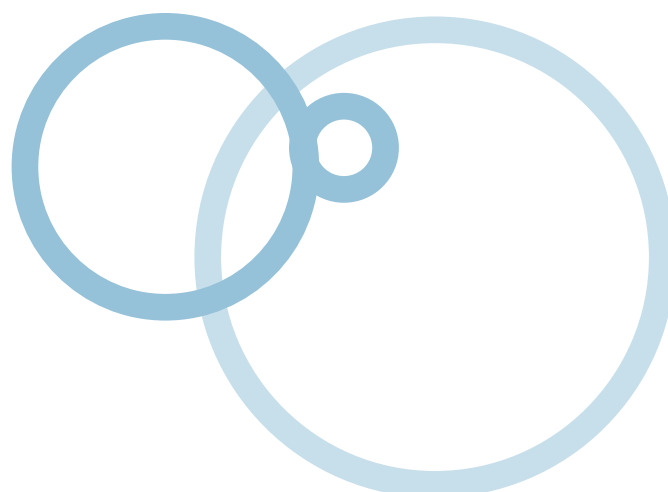
Salary safeguarding



As part of its 2007 claim, the Staff Side sought an improvement to the national scheme of pay and conditions to provide for three years' salary safeguarding in line with that provided for school teachers, in order to protect teachers from losses in salary arising through no fault of their own as a result of internal staffing reorganisations.

The Employers' Side, after consultation with constituent colleges, did not accept this claim, considering that this was a matter for constituent colleges and not the national scheme of pay and conditions. The Committee for Teaching Staff agreed, however, to write to College Principals informing them that both Sides were agreed that, in the interest of good industrial relations, all constituent colleges should continue to work together with local union representatives to achieve mutually acceptable salary safeguarding solutions in these situations.

The Staff Side continues to believe that the entitlements of teachers in sixth form colleges to salary safeguarding should be the same as in schools and will continue to seek a national entitlement to three years' salary safeguarding in future years' negotiations. In the meantime, however, the Staff Side is clear that the starting point in any local discussions over safeguarding should be three years' salary safeguarding, in line with that provided for school teachers and in accordance with the Staff Side's claim.



FE in Wales



In Wales, ATL and the other unions in membership of the Wales FE National Negotiations Committee, with the exception of UCU, wrote to fforum (the national employers' body) indicating our willingness to accept fforum's pay offer of a 2.5% increase from 1 August 2007. The unions requested formally that fforum recommend to colleges full implementation of the offer and take forward, with the unions, work on the non-pay components of the settlement which include discussions of common terms and conditions of service for all staff across all FE colleges in Wales. The revised scales are shown on page 3.

ATL submitted evidence to the Webb Review of FE in Wales and was represented at the launch of the report of the Review in December 2007. In addition to meetings at Ministerial level, ATL will be responding to the Welsh Assembly Government's strategy document in response to the Webb Review.

Elections for the Further and Higher Education Sectors' Group

Nominations are invited from ATL members working in the further and higher education sectors to serve on the newly established Further and Higher Education Sectors' Group (FHESeG) from September 2008 to August 2010. There are vacancies for five standard members to be elected by and from the relevant sector as follows:

- **two from the FE sector;**
- **two from the sixth form college sector;**
- **one from the higher education sector.**

The Group will also include the lead members for FE and sixth form colleges, plus two FE students and two standard support staff members to be co-opted by the Group.

The FHESeG will advise ATL's Executive Committee on matters relating to the further and higher education sectors. The group meets four times a year on either a Friday or Saturday afternoon in London (dates and timings to be confirmed).

The deadline for nominations is **Friday 25 April 2008**. Full details are available on ATL's website at: **www.atl.org.uk**. If you are interested in serving on the group please contact Anne Powell by emailing: **apowell@atl.org.uk**.

Payment for mentoring and support

The Staff Side's claim for 2007 also included proposals for possible alternative approaches to pay above points three on the PSP and Management Ranges, in the light of the removal of points four from the structure.

The Employers' Side had consulted colleges over the Staff Side's proposals for a provision within the national structure for an additional payment available to all in relation to mentoring and support of other teachers, CPD and pedagogic leadership more generally. The Staff Side was advised that colleges were in favour of the general principle of payment for such involvement but that colleges already operated a variety of arrangements in this area. The Employers' Side, therefore, did not wish to implement a single specific provision on this issue within the national pay structure. Agreement was reached, however, on appropriate guidance for inclusion in the Conditions of Service Handbook, referring to involvement of this kind and making clear that it should be recognised financially, either in the inclusive salary or by an additional payment, together with appropriate remission.

The agreed guidance, which has been circulated to all College Principals, is highlighted below. The Staff Side is keen to ensure that this provision is used and that all teachers currently undertaking such work without pay are recompensed appropriately. It is not intended that this provision should lead to any change in the position of teachers who undertake responsibilities attached to a management post and are already rewarded through an appropriate Management Range salary.

Representatives are encouraged to discuss this issue within each college. The application and use of this guidance will be jointly monitored at national level.



Agreed guidance and wording for inclusion in Conditions of Service Handbook

Paragraph 10a of Appendix 4 of the *Conditions of Service Handbook 'Professional Duties'* states:

“contributing to the selection for appointment and professional development of other teachers and support staff, including the induction and assessment of new and probationary teachers.”

Although this is therefore a basic requirement for all teaching posts, obviously the extent of that basic requirement will vary according to the nature of the particular teaching post.

Some experienced and successful teachers undertake a greater role in college in relation to the mentoring and support of NQTs, other teachers and/or CPD and pedagogic leadership duties more generally. Such work should be recognised in the overall salary for the job.

For some teachers, this will be part of the responsibilities attaching to a management post and will be recognised through the overall Management Range salary for the job.

For others, it may be work allocated on an individual basis to teachers with the necessary expertise who do not necessarily hold management posts but who themselves perform in the classroom at the highest levels.

If such teachers do undertake a significant amount of such additional duties, then this ought to be recognised either in the inclusive salary; or by an additional payment calculated in accordance with paragraph 18 of the Conditions of Service Handbook; together with appropriate remission.