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FE

A termly bulletin from the  
Association of Teachers and Lecturers (ATL)**What's inside:**

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# Government

## reorganisation

**As a result of the Prime Minister's decision to split the Department for Education and Skills, responsibility for further education will be divided between the Department for Children, Schools and Families (DfCSF) and the Department for Innovation, Universities and Skills (DfIUS).**

The DfCSF will be coordinating education for 14-19 year olds in schools, sixth form colleges and FE colleges, encompassing the new vocational diplomas, but excluding under 19 apprenticeships, which will be a DfIUS responsibility. This department will also have responsibility for students with learning difficulties or disabilities until they reach age 25.

The DfIUS will look after the adult side of FE, along with higher education.

Another significant change is that the funding for 16-19 education in school sixth forms and FE colleges will come via the local authorities instead of the Learning and Skills Council. However, the need for primary legislation means that the funding changes are unlikely to be introduced until 2010 and will be subject to consultation with ATL.

ATL is in a unique position to respond to the changes as it is the only teaching union recognised in schools, sixth form colleges and the FE college sectors. However, it will be essential that the DfCSF and DfIUS work together for the benefit of the sector.



## Workforce reforms across the FE/learning and skills sector in England

These reforms are part of the drive to further professionalise the FE workforce and apply to England only, although similar arrangements are likely to be introduced in Wales in the future. The specific changes include:

- ▶ new Initial Teacher Training pathways and qualifications leading to the award of Qualified Teacher Learning Skills status, including specialist Skills for Life routes and Associate Teacher Learning Skills status;
- ▶ a requirement for all teachers, tutors, trainers and lecturers to fulfil at least 30 hours continuing professional development (CPD) each year, with reduced amounts for part-time workers;
- ▶ a requirement for all teachers, trainers, tutors and lecturers to be registered with the Institute for Learning (IfL), their professional body, by 31 March 2008. The Government will meet the standard membership costs of individual teachers (currently £30); and
- ▶ a new leadership qualification (Principals' Qualifying Programme) for all new college principals.

The Government is committed to having a fully qualified FE workforce and expects each college and provider to ensure that all their teaching and teaching staff achieve, or are working towards, qualification by no later than 2009-10. An additional £30 million has been allocated to the sector in order to support the reforms.


In general, ATL welcomes moves to further professionalise the sector, but in responding to the draft regulations ATL expressed concern that the new role of Associate Teacher could be used by colleges in order to save money to replace those carrying out

the full teacher role, but we hope that in the final regulations the distinction between the two roles will be sufficiently clear to avoid this possibility.

Another concern of ATLs was related to the requirement for all teachers in the FE sector to register with the IfL, the professional body for the sector. We are aware that many of our members, particularly in sixth form colleges, are already members of the General Teaching Council (GTC) and would wish to retain such membership as they may wish to return to the schools sector in the future. Following our discussions with the Department, we are pleased to report that on 11 July 2007 Bill Rammell, the Minister responsible, gave a commitment that teachers in sixth form colleges would have the option of belonging to either the IfL or to the GTC. This commitment is welcome evidence that the Government listens to ATL.

Teachers in FE colleges, however, will only be able to belong to the GTC, rather than the IfL, if they were in membership of the GTC, and in post, prior to 1 September 2007 and continue to teach in schools as well as FE colleges. For those teachers who opt to belong to the GTC rather than the IfL, there will be no requirement for them to provide the IfL with their CPD record, but they may wish to do so to support their professional development. For monitoring purposes GTC members must provide their GTC registration number to the IfL.

Full details of the reforms may be found at: [www.lwkw.org/ittreforms](http://www.lwkw.org/ittreforms). Guidance on the new Regulations, which came into force on **1 September 2007**, can be found at: [www.dius.gov.uk](http://www.dius.gov.uk). Further information on the IfL can be found at: [www.ifl.ac.uk](http://www.ifl.ac.uk).



## Sixth form colleges pay claim 2007

As in previous years, ATL, together with other recognised unions, is seeking an agreement for teachers in sixth form colleges which will provide pay levels, a pay structure and conditions of service that are comparable and competitive with those for teachers in schools. The Joint Staff Side Claim states: *“the pay increase for 2007-08 must, therefore, be such as to ensure that pay levels in sixth form colleges remains competitive relative to those for school teachers.”* Unfortunately, it was not possible to reach an agreement before the settlement date of 1 September 2007 and negotiations were due to continue on 20 September.

Also, ATL is seeking the introduction of nationally agreed provisions for pay safeguarding. Such provisions would apply to teachers who, as a result of college reorganisations, lose their former posts but are employed thereafter in alternative posts, or whose posts are re-designated to a lower grade than before.

ATL and the other unions are also seeking an alternative form of payment above the third point of the PSP Management Ranges, following the removal of the fourth point of those ranges.

# Proposed recommended pay spine 2007-08

2006-07		2007-08						
Harmonised Pay Spine 1 August 2006 (+2.0%)		Harmonised Pay Spine 1 February 2007 (+1.0%)		Harmonised Pay Spine 1 August 2007 (+2.0%)		Harmonised Pay Spine 1 February 2008 (1.0%)		Increase on 1 February 2008
4*	£12,114	4*	£12,237	4*	£12,482	4*	£12,737	2.05%
5	£12,480	5	£12,606	5	£12,858	5	£13,106	1.93%
6	£12,852	6	£12,981	6	£13,241	6	£13,481	1.82%
7	£13,242	7	£13,377	7	£13,645	7	£13,877	1.70%
8	£13,641	8	£13,779	8	£14,055	8	£14,279	1.60%
9	£14,052	9	£14,193	9	£14,477	9	£14,693	1.49%
10	£14,472	10	£14,619	10	£14,911	10	£15,119	1.39%
11	£14,907	11	£15,057	11	£15,358	11	£15,557	1.29%
12	£15,357	12	£15,513	12	£15,823	12	£15,981	1.00%
13	£15,822	13	£15,981	13	£16,301	13	£16,464	1.00%
14	£16,296	14	£16,461	14	£16,790	14	£16,958	1.00%
15	£16,785	15	£16,953	15	£17,292	15	£17,465	1.00%
16	£17,289	16	£17,463	16	£17,812	16	£17,990	1.00%
17	£17,814	17	£17,994	17	£18,354	17	£18,537	1.00%
18	£18,345	18	£18,531	18	£18,902	18	£19,091	1.00%
19	£18,900	19	£19,089	19	£19,471	19	£19,665	1.00%
20	£19,467	20	£19,662	20	£20,055	20	£20,256	1.00%
21	£20,052	21	£20,253	21	£20,658	21	£20,865	1.00%
22	£20,655	22	£20,862	22	£21,279	22	£21,492	1.00%
23	£21,279	23	£21,492	23	£21,922	23	£22,141	1.00%
24	£21,915	24	£22,137	24	£22,580	24	£22,806	1.00%
25	£22,572	25	£22,800	25	£23,256	25	£23,489	1.00%
26	£23,250	26	£23,484	26	£23,954	26	£24,193	1.00%
27	£23,952	27	£24,192	27	£24,676	27	£24,923	1.00%
28	£24,669	28	£24,918	28	£25,416	28	£25,671	1.00%
29	£25,413	29	£25,668	29	£26,181	29	£26,443	1.00%
30	£26,178	30	£26,442	30	£26,971	30	£27,241	1.00%
31	£26,964	31	£27,234	31	£27,779	31	£28,056	1.00%
32	£27,777	32	£28,056	32	£28,617	32	£28,903	1.00%
33	£28,608	33	£28,896	33	£29,474	33	£29,769	1.00%
34	£29,469	34	£29,766	34	£30,361	34	£30,665	1.00%
35	£30,351	35	£30,657	35	£31,270	35	£31,583	1.00%
36	£31,266	36	£31,581	36	£32,213	36	£32,535	1.00%
37	£32,205	37	£32,529	37	£33,180	37	£33,511	1.00%
38	£33,174	38	£33,507	38	£34,177	38	£34,519	1.00%
39	£34,173	39	£34,515	39	£35,205	39	£35,557	1.00%
40	£35,199	40	£35,553	40	£36,264	40	£36,627	1.00%
41	£36,255	41	£36,618	41	£37,350	41	£37,724	1.00%
42	£37,344	42	£37,719	42	£38,473	42	£38,858	1.00%
43	£38,466	43	£38,853	43	£39,630	43	£40,026	1.00%
44	£39,618	44	£40,017	44	£40,817	44	£41,226	1.00%
45	£40,809	45	£41,220	45	£42,044	45	£42,465	1.00%
46	£42,039	46	£42,462	46	£43,311	46	£43,744	1.00%
47	£43,299	47	£43,734	47	£44,609	47	£45,055	1.00%
48	£44,598	48	£45,045	48	£45,946	48	£46,405	1.00%
49	£45,939	49	£46,401	49	£47,329	49	£47,802	1.00%
50	£47,316	50	£47,790	50	£48,746	50	£49,233	1.00%
51	£48,738	51	£49,227	51	£50,212	51	£50,714	1.00%
52	£50,205	52	£50,709	52	£51,723	52	£52,240	1.00%
53	£51,708	53	£52,227	53	£53,272	53	£53,804	1.00%
54	£53,265	54	£53,799	54	£54,875	54	£55,424	1.00%
55	£54,861	55	£55,410	55	£56,518	55	£57,083	1.00%
56	£56,511	56	£57,078	56	£58,220	56	£58,802	1.00%
57	£58,203	57	£58,788	57	£59,964	57	£60,563	1.00%
58	£59,952	58	£60,552	58	£61,763	58	£62,381	1.00%
59	£61,752	59	£62,370	59	£63,617	59	£64,254	1.00%
60	£63,603	60	£64,242	60	£65,527	60	£66,182	1.00%
61	£65,514	61	£66,171	61	£67,494	61	£68,169	1.00%
62	£67,482	62	£68,157	62	£69,520	62	£70,215	1.00%
63	£69,507	63	£70,203	63	£71,607	63	£72,323	1.00%
64	£71,592	64	£72,309	64	£73,755	64	£74,493	1.00%
65	£73,740	65	£74,478	65	£75,968	65	£76,727	1.00%
66	£75,954	66	£76,716	66	£78,250	66	£79,033	1.00%
67	£78,237	67	£79,020	67	£80,600	67	£81,406	1.00%
68	£80,583	68	£81,390	68	£83,018	68	£83,848	1.00%

\*Recommended minimum wage

## Pay offer in FE colleges in England 2007-08

### June

M	T	W	T	F	S	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	



At a meeting on 26 June 2007, the Association of Colleges (AoC) made a final pay offer for 2007-08.

In summary the offer is:

- two percent on all salaries and allowances from 1 August 2007;
- a further one percent from 1 February 2008;
- for scale points 4-11 inclusive (up to £15,057) on the current pay spine the second instalment will be rounded up to ensure that the overall award for 2007-08 is £500.
- negotiations on a joint agreement on training and development;
- negotiations on a national agreement for guidance on work-life balance and working time;
- case studies on how colleges use the Advanced Teacher and Training Scale, with a view to providing examples of good practice;
- joint statement on implementation of new pay scales.

All elements of the claim were contingent upon acceptance by all the unions by 31 July 2007.

ATL representatives were consulted on the offer and supported the view of ATL's negotiators that this was the best deal that could be achieved by negotiation. However, one union, the UCU, was unable to accept the offer by 31 July, and so the AoC will not be recommending the deal to colleges. It is likely, however, that many colleges will follow the proposed agreement.

The proposed scale is shown on the previous page.



## FE in London

At a meeting with the Mayor's Office on 5 July, ATL asked for the insertion of an objective that dealt specifically with the needs of workers within the sector into the Mayor's London skills strategy for London. In order to inform this part of the strategy a short piece of research will be commissioned; conducted in partnership with appropriate unions, in order to gain an accurate snapshot of the concerns and priorities of members working within the sector. The sector, in this case, will include both those providing teaching and lecturing, as well as those in administrative and managerial posts within providers and the LSC.

## Pay offer in FE colleges in Wales 2007-08



The trade unions in Wales met with fforwm (the employers' body) in late July 2007 in order to submit a joint claim for 2007-08. The employers were due to respond formally by 21 September 2007.

Further details will be on ATL's website as soon as they become available.

