

your pay matters

USE YOUR VOTE

UNISON has concluded negotiations with the Association of Colleges (AoC) on the 2008/09 recommended pay increase for further education college staff in England.

The AoC is the national employers' body that negotiates the pay recommendation on behalf of FE colleges. This recommendation sets what should be the minimum pay increase awarded in all FE colleges.

UNISON is asking members to vote on whether to accept the recommendation

The final recommendation

- A 3.2% increase on all salaries and allowances or the sum of £550, whichever is the greater, from 1 October 2008.
- If your college settles on 1 August, the deal represents an increase of between 2.7–4.32% depending on whether or not you are eligible for the £550 underpinning (see table overleaf).
- The FE minimum wage will increase to £6.91 an hour. This is higher than the minimum wage of £6.20 an hour being offered to local government workers. It is also better than the new NHS minimum wage of £6.40 an hour for 2008.
- The pay scales will increase by a minimum of 3.2%, which is beneficial for the purpose of calculating your pension and next year's pay rise.

What the final recommendation means

The £550 underpinning means those earning less than £17,000 a year would get a pay increase worth more than 3.2%. For example:

if you're on	% increase
£12,738	4.32%
£13,107	4.20%
£13,482	4.08%
£13,878	3.96%
£14,280	3.85%
£14,694	3.74%
£15,120	3.64%
£15,558	3.54%
£16,014	3.43%
£16,482	3.34%
£16,962	3.24%

UNISON's position

UNISON's position is that the final offer is the best that can be achieved by negotiation and that if members vote to reject the offer they must be prepared to take part in sustained and escalating industrial action, beginning with a two-day all-out strike, in an attempt to try and get an increased offer.

UNISON recognises that the FE offer is below the rate of inflation. UNISON also recognises the final offer is better than the deals currently being offered to some other public sector workers. Local government workers in England have been offered 2.45% with an additional £100 for just the bottom three grades.

Any decision about taking industrial action would be subject to a further ballot of members.

Figures are based on the AoC harmonised pay spine. Your college is still covered by the AoC recommendation even if they do not use the AoC spine.

Make sure your voice is heard

Vote to have a say on your pay

The closing date for the return of ballot papers is **10am on Monday 8 September**. If you have not received a ballot paper by Wednesday 20 August please call **0845 355 0845**. The last opportunity to request a ballot paper is noon on Wednesday 3 September.

To join UNISON call **0845 355 0845**
Textphone users call **0800 0 967 968**

For more information contact your local UNISON rep or go to www.unison.org.uk/education

