**Implementing a New Contract of Employment for Teaching Staff in Ealing, Hammersmith and West London College**

1. **Introduction**

Further to agreeing “Heads of Terms with the teaching union UCU on September 16th 2015, the College concluded negotiations with UCU on a new contract of employment linked to a pay award in December 2015. UCU members voted to accept the new contract in January 2016. The new contract will be implemented from 1st August 2016 and this briefing provides more information for teachers.

1. **New Contract of Employment linked to a Pay Award**

The main elements of the new contract are as follows:

* Pay Award

The College will implement a pay award of 4% on all spine points for teachers i.e. 24-37 (please see appendix 1).

A one-off unconsolidated payment of £500 to be made to staff on 1st August 2016. This payment will not apply to staff working their notice.

* Duties

The provisions in respect of a teacher’s duties have been simplified and are supported by revised guidance. The current “hard” and “soft” terminology will no longer apply.

* Payspine Progression

Simplified progression criteria are proposed linked to annual increments and progressing through bars related to demonstrating good and outstanding teaching. A protocol will be agreed with UCU for 1st August 2016 implementation.

* Workplace

There is a slight variation on the current paragraph recognising that teachers might deliver teaching off site in a “partner’s” premises.

* Working Hours

Teachers are required to be onsite for 36 hours per week (pro-rata for part time staff). Teaching hours will normally be 23 hours per week.

Paragraphs agreed on cover of up to 72 additional hours per year.

* Holiday

Existing staff – 44 days annual leave, of which 5 days will be directed by the College, plus up to 5 Christmas closure days and 8 public holidays.

New staff – 40 days annual leave, of which 5 days will be directed by the College plus up to 5 Christmas closure days and 8 public holidays.

* Policies and Procedures

Any staffing policy negotiated in future, e.g. disciplinary, grievance, etc. will not be incorporated into the contract of employment.

* VT Hourly Rates

VT rates will increase by 4%.

* Staff Who Resign or are Redundant Before 01.08.16

Staff who resign or are made redundant before 01.08.16 will not be in receipt of the pay award or non-consolidated bonus.

1. **Next Steps**

Briefing sessions for staff on the new contracts will be held as follows:

|  |  |  |  |
| --- | --- | --- | --- |
| Acton | Wednesday 20th April | 3.15pm | ACT340/ACT341 |
| Hammersmith | Wednesday 20th April | 4.45pm | C537/C538 |
| Southall | Wednesday 27th April | 3.30pm | SOUC203/SOUC204 |
| Ealing | Wednesday 27th April | 4.45pm | EALB314/EALB315 |

New contracts of employment will be sent to all staff w/b 16th May along with a “helpline” number.

**If you have any questions, please contact John Humphreys, HR Director at**

[j.humphreys@wlc.ac.uk](mailto:j.humphreys@wlc.ac.uk)

**Appendix 1**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  |  |  |  |  |  |
|  | **New Point** | **01.02.12 New Basic** | **LA** | **Current Gross** | **Proposed Gross with 4% Uplift** |
| **Unqualified** | **24** | £ 24,011 | £ 2,943 | £ 26,954 | £ 28,032 |
| **25** | £ 24,725 | £ 2,943 | £ 27,668 | £ 28,775 |
| **26** | £ 25,466 | £ 2,943 | £ 28,409 | £ 29,545 |
| **27** | £ 26,228 | £ 2,943 | £ 29,171 | £ 30,338 |
| **28** | £ 27,011 | £ 2,943 | £ 29,954 | £ 31,152 |
| **Qualified** | **29** | £ 27,821 | £ 2,943 | £ 30,764 | £ 31,995 |
| **30** | £ 28,658 | £ 2,943 | £ 31,601 | £ 32,865 |
| **31** | £ 29,510 | £ 2,943 | £ 32,453 | £ 33,751 |
| **32** | £ 30,398 | £ 2,943 | £ 33,341 | £ 34,675 |
| **33** | £ 31,304 | £ 2,943 | £ 34,247 | £ 35,617 |
| **34** | £ 32,243 | £ 2,943 | £ 35,186 | £ 36,593 |
| **35** | £ 33,206 | £ 2,943 | £ 36,149 | £ 37,595 |
| **36** | £ 34,202 | £ 2,943 | £ 37,145 | £ 38,631 |
| **Course Leader** | **37** | £ 35,225 | £ 2,943 | £ 38,168 | £ 39,695 |

|  |  |  |
| --- | --- | --- |
| **VT RATES** |  |  |
|  |  |  |
| **Grade** | **Rate as at 01.02.12** | **4% Increase as at 01.08.2016** |
| **1** | £ 18.94 | £ 19.70 |
| **1A** | £ 23.67 | £ 24.62 |
| **2** | £ 28.40 | £ 29.54 |
| **3** | £ 35.03 | £ 36.43 |