

## Report on Tyne Coast College Pay Negotiations 2022/23

### Background

More than 12 months ago, the trade unions sat down with the Association of Colleges (AoC) to talk about pay for 2022/23. You can read more about the background on our national websites, but in short the AoC recommended the following:

#### The AoC pay recommendation for 2022/23

- A consolidated uplift in pay of 2.5% for all staff
- A £500 non-consolidated payment to be made to staff up to a threshold to be agreed locally and subject to local affordability
- We further recommend that for staff earning less than £25,000 per annum the non-consolidated uplift should be £750

(published 21/06/22)

Further details [here](#)

All [the trade unions rejected that offer](#) and consulted with their members.

### Tyne Coast College Pay Talks

At the first meeting about pay on 15/12/22, the College tabled a formal offer of 2% across the board, with no reference to the AoC recommendation and the un-consolidated amounts set out in the national offer. Several emails from the trade unions to the College followed to seek clarification. The following was sent to us five weeks later (20/01/23):

*I am able to confirm that the Board of Governors have agreed to a consolidated 2.5% pay award for all staff in line with the AOC recommendation.*

*It has also been confirmed that for staff earning less than a full time equivalent salary of £25,000 per annum, the College will give a non-consolidated uplift of £750, based on a pro-rata, full time equivalent salary.*

This was the **first of two formal offers** sent to the trade unions in writing during this process. This eventually came after a number of emails asking for the offer to be confirmed.

In February 2023, both UCU and UNISON communicated our rejection of that offer.

A meeting was set up at the end of April 2023. Just prior to the meeting, we received this confidential communication:

*We have Board approval to offer a 3% uplift to staff for 2022/2023. We would like to work with you to determine the most beneficial way to distribute this across our staff base. The options we are putting forward are:*

**Option 1**

*Pay 3% across all pay scales.*

**Option 2**

*Pay 4% to staff on salaries up to and including £41,848.*

*This includes:*

- *All staff on the Business Support Pay Scale*
- *All staff on the Lecturing Pay Scale*
- *Staff on the Management Spine up to and including MSP 7*  
*No increase for staff above this pay grade.*

*\*This option would involve a slight rework to the Management Spine Pay Scale to avoid overlap between MSP 7 and MSP 8*

**Option 3**

*Pay 3.5% to staff on salaries up to and including £41,848*

*Pay 1% to staff on salaries above this salary point*

*We are very happy to hear any further ideas you have on this subject and look forward to meeting with you this afternoon.*

Following a number of meetings, and in the absence of a further formal offer to take to our members, UCU and UNISON jointly wrote to the College on 19/05/23 and stated:

***Both UNISON and UCU have said that we are willing to recommend to our membership to accept a pay award which is based on Option 2, but with a FIVE (5%) pay rise rather than the suggested 4%.***

*To be clear, this 5% pay rise to be applied to:*

- 1. All staff on the Business Support Pay Scale;*
- 2. All staff on the Lecturing Pay Scale;*
- 3. Staff on the Management Spine up to and including MSP 7;*

*If the College was to agree to this formulation of 5%, applied as we have suggested, **and was to put something to us on the outstanding issues that we have outlined**, we believe that this could be something that we could recommend for acceptance.*

[For completeness, the outstanding issues that are referenced are around additional closure days for all staff, and a resolution to continuing disagreements that UCU has over the pay discrimination taking place between Lecturers on Band A contracts.]

The College said that they could not respond to us for three weeks. Both UCU and UNISON stated that they regretted the delay. We believed that industrial action could be avoided if this matter was expedited. UCU members then took two days of strike action on 5<sup>th</sup> and 7<sup>th</sup> June 2023.

On 08/06/23 we were told that a formal offer was going to be made to us – only the second formal offer that we have received (the first one being in January 2023) – and this was put to us in writing as follows:

*Following yesterday's meeting between the College's Recognised Trade Unions and College Management Team, I am able to confirm that the Board of Governors have agreed to a consolidated 3% pay award for all staff which is above the AOC recommendation.*

*It has also been confirmed that for staff earning less than £25,000 per annum, the College will give a non-consolidated uplift of £750, based on a pro-rata, full time equivalent salary.*

*These payments will be shown in staff's July pay, along with all backdated payments to August 22.*

*The Governors have also agreed to the College Wellbeing Day being consolidated into staff's terms and conditions of service and, in addition, the introduction of a new 'Thank You Day' for this academic year and next academic year, (full details to be outlined in the College Bulletin).*

This was sent to us, marked confidential, on 09/06/23. Communication from the trade unions immediately asked about the status of this and when/if this was going to be communicated to staff, or if the trade unions should begin consultation with their members. This was not clarified with us until 14/06/23 when we received the following:

*The Pay Offer from the Board of Governors is a consolidated 3% pay award for all staff which is above the AOC recommendation.*

*In the original paper put to the Board of Governors on the pay award offer, and in line with the AOC recommendation, for staff earning less than £25,000 per annum, we can confirm that the Board agreed that the College will give a non-consolidated uplift of £750, based on a pro-rata, full time equivalent salary. This payment will be based on staff's current salary, prior to adding the 3% pay award.*

*These payments will be shown in staff's July pay, along with all backdated payments to August 22.*

*The College Wellbeing Day will be added to the list of terms and conditions for all staff – i.e. added to staff's holiday entitlement but recorded separately.*

Both trade unions have expressed disappointment with the outcome of the negotiations as well as the process. UCU and UNISON will now consult with their respective memberships and may offer additional commentary on the pay talks at Tyne Coast College.

Jon Bryan  
Regional Support Official  
*University and College Union*

Hollie Pinder  
Regional Organiser  
**UNISON**

**Friday 16/06/23**