

## **Support Staff Full and Final Offer 2022/23, 2023/24 and 2024/25**

Following further consideration of the Support Staff Pay and Terms and Conditions Claim, the employers request that UNISON, Unite and GMB take this full and final offer to their membership.

### **Pay**

#### **Year 1 – 1 September 2022 – 31 August 2023**

A consolidated Pay Award of £2000 on all salary points for support staff, effective from 1<sup>st</sup> September 2022.

#### **Year 2 – 1 September 2023 – 31 August 2024**

A consolidated Pay Award of £1500 on all salary points for support staff, effective from 1<sup>st</sup> September 2023.

#### **Year 3 – 1 September 2024 – 31 August 2025**

A consolidated Pay Award of £1,500 on all salary points for support staff, effective from 1<sup>st</sup> September 2024.

### **Terms and Conditions**

#### **Four-day Working Week**

The employers commit to continuing a working group that would include both the employers and the support staff side. The group would agree a Terms of Reference and Remit which would include the group researching the four-day working week and a pilot in at least one college. A full assessment of the success of the pilot with lessons learnt would also take place before consideration of wider implementation.

The working group will also work with the Scottish Government officials to access any support which is available.

#### **Terms and Conditions Working Group**

The employers continue to commit to the agreed programme of work, with a mechanism in place for monitoring progress, to ensure outstanding and new matters are concluded by an anticipated date of July 2024.

The employers also commit to continuing work on the three outstanding areas of work, Miscellaneous Leave, Mental Health, and the sectoral approach to Consultation via the establishment of sub-groups with agreed remits.

#### **Homeworking**

The established subgroup of the Terms and Conditions Working Group will continue its consideration of this matter following the completion of the initial report on current practice in the sector.

## **Job Security**

Employers recognise the financial pressures facing the college sector, however, any compulsory redundancies will not be related directly to this pay award.

## **Job Evaluation**

The employers commit to continuing discussions on Job Evaluation and Pay and Grading as a matter of urgency.

## **Notes:**

1. The terms of this Agreement on Pay and Terms and Conditions will be applied pro rata for part time employees.
2. Non-NRPA colleges will be encouraged to shadow any agreement.
3. The employers maintain their commitment to Living Wage Accreditation.
4. Staff who have left on or after 1<sup>st</sup> September 2022 or agree to leave by the date of this agreement on a voluntary severance basis will have their settlements adjusted accordingly and the relevant pension scheme advised as appropriate.

**27 November 2023**