

Appendix 3:

Agreement on the Employment of Instructor/Demonstrator Staff in FE Colleges and Institutions in Wales

1. Objectives

- 1.1** Phase two of the Pay Wales Agreement agreed two job roles; lecturer and instructor /demonstrator. This agreement provides the framework within which those two roles can coexist within FE in Wales.
- 1.2** It is recognised that the role of instructor/demonstrator within FE Colleges in Wales is required by some institutions to support the delivery of learning and/or training, although some institutions may chose not to use this role.
- 1.3** This agreement recognises the need for individual institutions to operate within a flexible framework and that it is not possible to precisely define that role for the FE sector.
- 1.4** This agreement covers the staff in the 23 FE colleges and 2 FE institutions in Wales. However it is subject to approval by college employers collectively represented by fforwm and by trades unions of staff employed by colleges. The legal position is that each corporation/governing body has the responsibility to set the framework for the pay and conditions of staff in their own college or institution.

2. Principles

- 2.1** The work of Instructor/Demonstrator complements the work of lecturers by taking responsibility for overseeing agreed learning and/or training activities.
- 2.2** Those colleges in Wales which chose to use Instructor/Demonstrators to support the delivery of learning will reach agreement with local Trade Union representatives on distinguishing between the role and responsibilities of the Instructor/Demonstrator on the one hand and the lecturer on the other.
- 2.3** The roles of Instructor/Demonstrators and lecturers are not interchangeable and it is not the intention of this agreement to allow the use of Instructor/Demonstrators to undermine the role of lecturers. It is agreed that Instructor/Demonstrators will not carry out

formal scheduled teaching or course development work other than under the general direction of a lecturer.

3. Implementation

- 3.1** It is agreed that from the 1st August 2005 colleges will place support staff working as instructor/demonstrators on the pay scales for this role, as agreed in the main agreement for Phase two.
- 3.2** No member of staff should suffer a reduction in salary as a result of this agreement.
- 3.3** Implementation of this framework agreement will involve all parties to this agreement (Unison, NATFHE and where appropriate ATL,UCAC)
- 3.4** It is agreed that NFENCW will review this agreement during the academic year 2006/7.

14 November 2005
Changes agreed at working party 11.11.05

Signed on behalf of:

fforwm

John Graystone

**Trade Unions representing
FE Staff**

Margaret Phelan

Date: