acm wales news april 04

Meeting to discuss ACM in Wales

ACM members and college managers in Wales are invited to a meeting on Tuesday 25 May in Newtown. The purpose of the meeting is to:

- consult managers on developing a negotiating strategy for the stage 3 pay discussions that will focus specifically on management spine staff
- consult ACM members on the proposals to create a new ACM Wales Committee and how its representatives should be appointed.

It is hoped that a speaker from the new Centre for Excellence in Leadership will give a presentation at the meeting, which is free to ACM members. Full details will be distributed to members soon.

Pay negotiations

Negotiations on the pay increase to take effect from 1 April 2004 are continuing. Up to £11m will be provided by the National Assembly for Wales to fund a settlement. However, this funding depends on the trades unions and the employers (fforwm) reaching an agreement on how the pay increase will be implemented.

The employer's current position for management spine staff is as follows:

'Management spine staff should receive at least an inflationary increase. This will help ensure the preservation of differentials and the recognition of additional responsibilities carried out by management spine staff. A more detailed analysis should be carried out during the year into responsibilities and appropriate allowances. The WNCC should emphasise strongly to the Minister the need to review responsibilities and allowances for lecturers and managers to be implemented in Year 3 – 2005/06. Management spine staff with teaching duties, and those managers with responsibility for managing teaching staff, should be entitled to earn at least the level of the UP1. As a general principle, no manager should be paid less than the staff they manage.

'As part of discussions on Year 3 (2005/06), a working party should be established to consider responsibilities and allowances, and should aim to complete its task by August 2004.'

The inflationary increase is likely to be about 2.5%, although all the unions originally claimed an increase of 3.5%. A further meeting between the employers' representatives and the trades unions is scheduled to take place in April and further updates will be available on the ACM website www.acm.uk.com

Restructuring to represent you

ACM membership in Wales continues to grow and now accounts for almost 10% of the Association's total membership. With well-developed structures in Wales, including the National Assembly, ELWa and Estyn, and with the establishment of the Wales National Negotiating Committee (WNNC) between the unions and fforwm, the time is right to create a new organisational structure representing ACM members from across the country.

ACM's National Council has agreed to consult branches and members on proposals to establish a Wales Committee comprising representatives who would be selected either by branch/college nomination or by direct elections.

The responsibilities of the Wales Committee would be to advise on pay negotiations in Wales; undertake lobbying of the National Assembly, ELWa and other relevant bodies in Wales; develop relationships with fforwm, Wales TUC and other representative bodies in Wales; organise conferences and other events; and act as a focal point for communications with branches and members in Wales.

It will be important to ensure that the new committee has representation from branches and colleges across Wales and reflects the views of managers at all levels.

As part of the proposed reorganisation of the caseworker service, a regional caseworker will be allocated responsibility for Wales. The regional caseworker would be responsible for servicing the Wales Committee and for leading negotiations and lobbying in Wales.

If you have any views on the proposals please send them to the General Secretary at peterpendle@acm.uk.com The existing ACM Wales Executive will consider the proposals at the end of April ready for discussion with ACM members in Wales at a meeting in May.

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newyddion acm cymru ebrill 2004

Cyfarfod i drafod ACM yng Nghymru

Estynnir gwahoddiad i aelodau ACM a rheolwyr colegau yng Nghymru i gyfarfod a gynhelir ddydd Mawrth, 25 Mai yn y Drenewydd. Pwrpas y cyfarfod yw:

- ymgynghori gyda rheolwyr ar ddatblygu strategaeth negodi ar gyfer y trafodaethau tâl cam 3 fydd yn canolbwyntio'n benodol ar golofn dâl staff rheoli
- ymgynghori gydag aelodau ACM ar y cynigion i greu Pwyllgor ACM Cymru newydd a sut y dylai'r cynrychiolwyr gael eu penodi.

Gobeithiwn y bydd siaradwr o'r Ganolfan Rhagoriaeth mewn Arweinyddiaeth newydd yn gwneud cyflwyniad yn y cyfarfod, sy'n rhad ac am ddim i aelodau ACM. Bydd manylion llawn yn cael eu hanfon at aelodau cyn bo hir.

Trafodaethau tâl

Mae trafodaethau'n parhau ar y codiad cyflog fydd yn dod i rym ar 1 Ebrill 2004. Bydd hyd at £11m yn cael ei ddarparu gan Gynulliad Cenedlaethol Cymru i ariannu cytundeb. Fodd bynnag, mae'r cyllid hwn yn dibynnu ar yr undebau llafur a'r cyflogwyr (y fforwm) yn dod i gytundeb ar sut y bydd y codiad cyflog yn cael ei weithredu.

Safbwynt y cyflogwr ar hyn o bryd ar golofn dâl staff rheoli yw:

'Dylai colofn dâl staff rheoli dderbyn cynnydd sy'n gyfwerth â chwyddiant o leiaf. Bydd hyn yn helpu i sicrhau cadw'r differynnau ac yn cydnabod y cyfrifoldebau ychwanegol sy'n cael eu cyflawni gan staff y golofn dâl rheoli. Dylid cynnal dadansoddiad mwy manwl yn ystod y flwyddyn ar gyfrifoldebau a lwfansau priodol. Dylai'r WNCC bwysleisio'n gryf i'r Gweinidog yr angen am adolygu cyfrifoldebau a lwfansau ar gyfer darlithwyr a rheolwyr i'w gweithredu ym Mlwyddyn 3 – 2005/06. Dylai staff ar y golofn dâl rheoli sydd â dyletswyddau addysgu, a'r rheolwyr hynny sydd â chyfrifoldeb dros reoli staff addysgu, fod â'r hawl i ennill o leiaf lefel yr UP1. Fel egwyddor gyffredinol, ni ddylai unrhyw reolwr dderbyn llai o dâl na'r staff y mae'n eu rheoli.'

'Fel rhan o'r trafodaethau ar Flwyddyn 3 (2005/06), dylid sefydlu gweithgor i ystyried cyfrifoldebau a lwfansau, a dylai anelu at gwblhau ei dasg erbyn mis Awst 2004.'

Mae'r cynnydd sy'n cyfateb i chwyddiant yn debyg o fod o gwmpas 2.5%, er bod yr holl undebau wedi hawlio cynnydd o 3.5% yn wreiddiol. Mae cyfarfod arall rhwng cynrychiolwyr y cyflogwyr a'r undebau llafur wedi ei drefnu yn ystod mis Ebrill a bydd y newyddion diweddaraf ar gael ar wefan ACM www.acm.uk.com

Ailstrwythuro i'ch cynrychioli chi

Mae aelodaeth ACM yng Nghymru yn dal i dyfu ac erbyn hyn mae'n gyfrifol am bron 10% o gyfanswm aelodaeth y Gymdeithas. Gyda strwythurau datblygedig yng Nghymru, yn cynnwys y Cynulliad Cenedlaethol, ELWa ac Estyn, a gyda sefydlu Pwyllgor Negodi Cenedlaethol Cymru (WNNC) rhwng yr undebau a'r fforwm, mae'r amser yn aeddfed i greu strwythur cyfundrefnol newydd yn cynrychioli aelodau ACM o bob cwr o'r wlad.

Mae Cyngor Cenedlaethol ACM wedi cytuno i ymgynghori gyda changhennau ac aelodau ar gynigion i sefydlu Pwyllgor Cymru gyda chynrychiolwyr arno fyddai'n cael eu dethol naill ai drwy gyfrwng enwebiadau canghennau/colegau neu drwy etholiadau uniongyrchol.

Cyfrifoldebau Pwyllgor Cymru fyddai cynghori ar negydu cyflogau yng Nghymru; bod yn gyfrifol am lobïo'r Cynulliad Cenedlaethol, ELWa a chyrff perthnasol eraill yng Nghymru; datblygu perthnasau gyda'r fforwm, TUC Cymru a chyrff cynrychioli eraill yng Nghymru; trefnu cynadleddau a digwyddiadau eraill; a gweithredu fel man cyswllt ar gyfer cyfathrebu gyda changhennau ac aelodau yng Nghymru.

Bydd hi'n bwysig sicrhau bod gan y pwyllgor newydd gynrychiolwyr o golegau a changhennau ar draws Cymru a'i fod yn cynrychioli barn rheolwyr ar bob lefel.

Fel rhan o'r ad-drefnu bwriedig ar y gwasanaeth gweithiwr achos, bydd gweithiwr achos rhanbarthol yn gyfrifol am Gymru. Bydd y gweithiwr achos rhanbarthol yn gyfrifol am wasanaethu Pwyllgor Cymru ac am arwain negydu a lobïo yng Nghymru.

Os oes gennych unrhyw farn ar y cynigion, anfonwch hwy at yr Ysgrifennydd Cyffredinol ar peterpendle@acm.uk.com. Bydd Pwyllgor Gweithredol presennol ACM Cymru yn ystyried y cynigion ddiwedd mis Ebrill yn barod i'w trafod gydag aelodau ACM yng Nghymru mewn cyfarfod ym mis Mai.

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