

Circular LS 03/26 – Workforce Planning for Lecturing Staff

This Circular is issued under the provisions of the National Negotiating Committee (NNC) – Lecturing Staff (LS) and is binding on the signatories of the National Recognition and Procedures Agreement (NRPA). Non-NRPA colleges are encouraged to shadow the Circular.

This Circular implements the NNC – LS Workforce Planning Agreement agreed on Tuesday 16 June 2026 and is attached as **Appendix 1**.

The Workforce Planning Agreement is an agreed output of the NNC – LS.

Terms of Agreement

The Joint Secretaries will agree a schedule of meetings in Academic Year 2026/27 to allow a LS – Workforce Planning Working Group to be established from September 2026.

The Joint Secretaries will also draft a Terms of Reference, in conjunction with their respective representatives, for agreement at the first meeting of the LS – Workforce Planning Working Group in September 2026.

The scope of the agreed Terms of Reference will allow the working group to commence discussions on matters within the NRPA and, with agreement by both parties, areas that may currently be outside of the NRPA.

The working group will provide regular updates to its respective members and make recommendations to the NNC – LS.

The Workforce Planning Working Group will also be a forum for consultation on matters resulting from the College Sector of the Future workstream.

Clarification

If any clarification is sought on Circular LS 03/26 then this should be directed to the Joint Secretaries simultaneously, copying in College Employers Scotland – ces@collegeemployersscotland.ac.uk for secretarial purposes.

A joint response will be provided to all points of clarification.

NNC Joint Secretaries

Steve Farrell

Sarah Collins

3 July 2026

Wording on Workforce Planning Agreement

The EIS-FELA and College Employers Scotland (CES) agree to fully and effectively utilise the scope of the National Recognition and Procedures Agreement (NRPA) to consult on matters of national policy and negotiate on any workforce planning resultant from these policies.

Workforce Planning Working Group

A Workforce Planning Working Group will be established in **September 2026**.

The EIS-FELA and CES will agree a schedule of meetings and draft a Terms of Reference for agreement at the first meeting of the Workforce Planning Working Group in September 2026.

Once the Terms of Reference is agreed, work can commence on areas agreed in the Terms of Reference with regular updates and recommendations made to the NNC – LS.

The Workforce Planning Working Group is also the forum for consultation on matters resulting from the College Sector of the Future workstream.

16 June 2026