



COTA Negotiations for 2018/2019 (COTA Grades A to E)

Following the COTA negotiations for 2018/2019 which took place between the COTA and Trade Union Shop Stewards negotiating committees we are pleased to confirm that COTA has offered to make increases to the following elements of the COTA Agreement with effect from 1st September 2018:

- 3.1% increase in Annual Salary and Adhoc Day Rates
- Increase in mileage allowance from 20p to 25p per mile
- Weather delays being included in In-Transit Delay payments
- Implementation of average holiday pay

Increase in Annual Salary of 3.1%

This means that the 3.1% increase to annual salary would be an increase of between £1,097.23 (COTA Grade A) and £1,466.30 (COTA Grade E) per annum depending on the employee's contractual grade backdated to 1st September 2018.

Increase in Mileage Allowance

This means that the mileage allowance is increasing by 5p from 20p to 25p backdated to 1st September 2018.

Inclusion of Weather Delays in In-Transit Payments

This means that should you be weather delayed whilst in-transit then you will be eligible for this payment backdated to 1st September 2018.

Implementation of Average Holiday Pay

This means that you will be paid an additional 11.83% for any pay in addition to basic salary or adhoc day rate as set out in Appendix I & II, with the exception of travel allowance, as recompense for average holiday pay.

COTA Agreement Review

The negotiating committees have reviewed the COTA Agreement and there will be some amendments to provide flexibility for individuals covered by the agreement and to alleviate some of the ambiguity. The details of these amendments can be discussed with your shop steward and/or the COTA Learning Representative.

Recommendation

The Joint Trade Union Shop Steward Negotiating Committee are **recommending the offer be accepted. Both unions** will be carrying out a consultative ballot of its members the details of which will be distributed to union members.

Next Steps

The negotiating committees would therefore **encourage trade union members to participate in the consultative ballot with a view to accepting the increases** as outlined above so as these can be applied and preparations for the 2019/2020 can commence.

If you have any queries in relation to this communication please email either feedback@cota.org.uk or isabellasutherland@outlook.com (Izzy Sutherland, COTA Learning Representative).

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