

Tuesday 7 June 2011

Statement from the Institute for Learning (IfL), and update on professional membership fees

Following discussions and agreements reached with trade unions, employers and IfL, facilitated by BIS, this statement sets out the progress made across the following eight areas.

1. The shared principles supported are:
 - A commitment to a professional, high status, qualified and regulated teaching workforce, recognising its importance for consistent quality of service to learners and employers, and for the good reputation of the sector
 - The recognition of the value of having a flourishing, independent, professional membership body that is both accountable and relevant to its members
 - The recognition of the importance of retaining a flexible and diverse workforce
 - Fee policies need to 'feel fair' as well as being as clear and simple as possible
2. The wider interest of the sector in being able to exemplify the maintaining of professional standards through a 'licence to practise' approach is also recognised, with the sector potentially standing to benefit from this type of approach being introduced across a range of other industries as a means of taking forward the Skills for Sustainable Growth Strategy .
3. Enabled by BIS's agreement to a more flexible approach to use of existing budgets for transition funding, IfL's elected Non Executive Board has reviewed and reduced the fee levels for the coming two years, 2011/12 and 2012/13.
4. Clarification of scope for IfL membership:

Occasional teachers are not subject to the existing regulations and therefore not required to be members of IfL, though they can join on a voluntary basis. The agreed definition of an 'occasional teacher' for this purpose has been clarified as teaching no more than 28 hours in a year (for example 2 hours a week and no more than 14 weeks a year). Occasional teachers will continue to be welcome to join IfL voluntarily.

5. Clarified definition of Associate Teacher:

Associate teachers are subject to existing regulations but it is recognised that there has been confusion about the definition of an associate teacher, and the scope may have been assumed by some to be wider than in fact is the case. [Further guidance is attached.](#)

6. IfL's fees and concessions for 2011/12 and 2012/13

On the basis of BIS transitional financial support as set out above, IfL will offer members the following from 7 June 2011:

- the fee of £68 **to be extended to cover a period of two years**, for those tens of thousands of members who have already renewed and paid their membership for 18 months from 1 April 2011, and for other members who renew for the period up to 31 March 2013
- the **opportunity for members to pay an annualised fee** of £38 for 2011/12 and £38 for 2012/13, **with a guarantee that the fee will not be higher than £68** in 2013/14

- a new reduced fee level for those individuals earning £16,000 a year or less, but who are above the personal income tax threshold of £7,475. Concessions are set out below:

Fee rates for ordinary membership for 2011/12 and 2012/13 (covering member, associate and affiliate grades):

| | full fee | after tax relief | concession (see 1 below) | after tax relief | concession (see 2 below) | after tax relief |
|------------|----------|------------------|--------------------------|------------------|--------------------------|------------------|
| 2 years | 68 | 54.40 | 58 | 46.40 | 45 | 45 |
| Annualised | 38 | 30.40 | 33 | 26.40 | 25 | 25 |

(1) earning above the income tax threshold but less than £16,000 pa

(2) earning below the income tax threshold (currently £7,475 pa). (IfL

confirms that this rate also applies to those who are retired, unemployed, or on maternity leave at the point of joining or renewing membership).

For those on full-time Initial Teacher Training programmes, the fee rate for two years for 2011/13 is £30 and if annualised is £17 for 2011/12 and 2012/13.

The fee for fellows is £95 for two years for 2011/13, and if annualised is £53 for 2011/12 and 2012/13.

Additionally:

- IfL will extend the deadline for membership renewals from 31 May 2011 by six weeks from the day of the announcement, to 22 July 2011
- IfL will work with employers that support payroll deductions to ease fee payments for teachers and trainers

7. Developing a longer term sustainable approach and enhancing IfL member benefits

- IfL commits to work with members and in partnership with employers and trade unions, as well as with LSIS, to give the best possible high-impact continuing professional development opportunities for teachers and trainers to support excellent provision for learners. IfL will assess progress being made for teachers and trainers involving partners in this process.
- IfL will set up a reference group involving trade unions and employers, and BIS where appropriate, which will start to meet in early summer, to advise IfL on ways that together the shared principles can be realised effectively, and to address any outstanding issues from the discussions to date, such as the possible need for more clarification of the position of associate teachers.
- The reference group also will feed into IfL's own reviews of governance, delivery of regulatory responsibilities, membership services, and future membership fees, which are to be completed by autumn 2012.
- IfL will seek chartered status to further advance the standing of teachers and trainers and enhance the reputation of the sector.

8. The trade unions and employers have agreed the following statement:

“The trade unions and employer organisations recognise the value and benefits an independent professional teaching and learning membership body can bring to both individuals and employers in the further education and training sector. Raising the standards of teaching and training are at the heart of all that colleges and learning providers do. A professional body that

services its members provides valuable continuing professional development (CPD) and raises the profile of and status of the profession is welcomed.

“Individual teaching and training staff have the responsibility to maintain their IfL membership but it is recognised that individual might approach their employer to seek support.

“The parties will:

- Continue to work with and support the professional body, IfL, in their review to ensure that its CPD offer is relevant, remains current and ensures that staff are given the best opportunity to develop and reflect on their own learning, through the provision of adequate time and facilities to meet their professional obligation of a minimum of 30 hours a year
- Examine the feasibility of the payment of fees through payroll with employers.”

This statement was formally agreed by representatives for
AoC - 1 June 2011
ATL - 2 June 2011
Unison and UCU - 1 June 2011.