

**Draft Minute of the meeting of the National Joint Negotiating Committee (NJNC) – Side Table (Lecturers) held on Thursday 18 June 2020 at 1000 hours, via Video Conference**

<b>In Attendance</b>	
Jillian Cheape	Management Side
Sue Clyne	“ “
Alex Linkston	“ “ (Chair)
Iain MacMillan	“ “
Ross Martin	“ “
Alan Ritchie	“ “
Donny Gluckstein	Staff Side
John Kelly	“ “
Jim O'Donovan	“ “
Heather Stevenson	Management Side Secretary
Deborah Shepherd	Staff Side Secretary
Rachel Sword	Zoom Call Administrator

**07/20 Welcome and Apologies**

The Management Side Chair welcomed all to the meeting. There were apologies from the Staff Side – Charlie Montgomery and Garry Ross.

**08/20 Minutes of Previous Meetings**

Thursday 19 September 2019

The minute of Thursday 19 September 2020 was agreed.

Thursday 12 March 2020

The minute of Thursday 12 March 2020 was agreed.

**09/20 Matters Arising and Any Exceptional Items**

The Staff Side expressed concerns on item 05/20 of the minute of previous meeting, specifically, the Management Side response that many colleges either had, or were considering the introduction of, instructor posts.

The Staff Side advised that lecturers in one college, are facing redundancy or being asked to consider a new post which will not be eligible for registration with the General Teaching Council for Scotland (GTCS), and in its view, is a breach of the National Working Practices Agreement (NWPA).

The Management Side did not agree that there had been any breach of the NWPA, and disagreed with the characterisation of these issues as described above.

It was agreed to meet offline to discuss.

## **10/20 Financial Challenges Facing the Sector**

The Management Side advised that this item was to update the Staff Side on the challenges facing the sector. The Management Side referred to the information paper which included a briefing note by the Scottish Funding Council (SFC) to the sector, and references the initial impact assessment of COVID-19, the already challenging pre-pandemic financial position of the sector and the need for SFC to support the generation of more accurate forecasts.

The Staff Side was advised that the college sector is facing a substantial deficit position for Academic Year 2019/20 and future years.

The Staff Side appreciated the current financial position in the sector and offered to work with the employers and the support staff trade unions to develop a joint submission to the Scottish Government, as one voice, to achieve the best possible outcome for colleges in respect of funding

The Management Side advised it was currently working with the sector's Finance Development Network on creating scenarios for further discussion with the wider sector in the early part of August 2020 to understand the 2020/21 position and beyond as part of a three-year plan.

It was agreed to have informal discussions on this matter with the Staff Side, following this process which is likely to be later in August 2020.

The Staff Side welcomed the opportunity to work on this together, however, requested that it be noted that it did not accept the premise of the Cumberford-Little Report on privatisation, commercialisation and reliance on the international student market. It advised it found significant problems with the report, which should be noted.

The Management Side advised that colleges needed to have a commercial edge for example, utilising assets and teaching and learning as only 70% of income comes from the Scottish Funding Council.

## **11/20 Pay Claim 2020/21**

The Management Side acknowledged that at the previous meeting, it was agreed to commence pay negotiations following the Employers' Association meeting in May 2020.

The Staff Side advised it was seeking a response, and that the position of the Pay Claim 2020/21 has not changed. The Staff Side also acknowledged that the college sector is currently in an unexpected, emergency situation and this is not the right time to be discussing its pay claim, however, it did wish to update members of when a response will be provided.

The Management Side advised that any pay settlement for September 2020 will impact the 2020/21 budget as almost 80% of costs are staffing costs compared to three years ago when they were 65%. It also stated that there was a lot of provision required for students such as purchasing of equipment and materials.

The Management Side agreed to pick this matter up again in August.

## **12/20 COVID-19/Return to Campuses**

The Staff Side tabled a paper on *COVID-19/Return to Campuses*, which was presented to the Management Side the evening before the meeting.

The Staff Side advised its paper was to address the current situation of no face-to-face teaching and the majority of lecturers now working from home. The Staff Side advised that there is a framework for Terms and Conditions including Class Contact and that this continues as do all agreed Circulars.

The Staff Side advised that the paper is trying to address the limitations on both staff and students due to perhaps carer responsibilities or difficult living arrangements by trying to create a framework for lecturers and management to help deliver the best they can. It is looking to progress the matter before the summer break, to ensure members could be updated before their return to work in August 2020.

The Management Side advised it was unable to provide a response due to the lateness of the paper and could not commit to meeting before the summer break due to these exceptional times. The Management Side advised that the paper be shared with the sector to enable a response and that any response would take into account the high level guidance currently being prepared by Scottish Government. In addition, it was of the view that operational matters were likely being discussed at a local level.

The Staff Side accepted this position.

### **13/20 Date of Next Meeting**

No further meeting dates have been scheduled. A schedule of upcoming meetings will be circulated to the Staff Side for agreement.