

Central Committee Minute – Thursday 19 September 2019

The Joint Secretaries have been unable to agree the draft minute of the meeting held on Thursday 19 September 2019, specifically **03/19 – National Facilities Time**.

It was agreed, at the Central Committee meeting in January 2020, to record the positions of both Joint Secretaries and these have been highlighted in yellow below:

Minute of the meeting of the National Joint Negotiating Committee (NJNC) – Central Committee held on Thursday 19 September 2019 at 1400 hours at Colleges Scotland, Stirling.

In Attendance	
Jillian Cheape	Management Side
Sue Clyne	“ “
Alex Linkston	“ “ (Chair)
Iain Macmillan	“ “
Alan Ritchie	“ “
Graeme Stephen	“ “
Collette Bradley	Staff Side
Pam Currie	“ “
John Gallacher	“ “
Donny Gluckstein	“ “
Chris Greenshields	“ “
John Kelly	“ “
Alison MacLean	“ “
Charlie Montgomery	“ “
Alan O'Donnell	“ “
Jim O'Donovan	“ “
Garry Ross	“ “
Anne Keenan	Staff Side Secretary
Heather Stevenson	Management Side Secretary

01/19 Welcome and Apologies

The Management Side Chair welcomed all to the meeting. Apologies were received from David Alexander, Alasdair Barron, Margaret Cook and Debbie Kerr from the Management Side and Audrey Manning and Nick Steff from the Staff Side.

02/19 Policy Working Group

The draft action notes of the Discipline and Grievance Policy Working Group from January 2018 – November 2018 were considered. It was noted that there had been little progress made in creating a national Discipline and Grievance Policy as the working group had not been able to agree the content of a policy or the terms of reference. It had been agreed that these issues would be referred back to the Central Committee for discussion and resolution.

The Staff Side shared its frustration at the lack of progress which had been made on creating model policies. The Staff Side highlighted that the NJNC should be encouraging the sector to adopt best practice and in doing so, should create a mechanism to promote consistency and quality across the sector. The Staff Side proposed that a national policy is created which will include a model procedure and guidance, which could be adapted to meet the needs of all types of colleges.

The Management Side noted the Staff Side's request to develop a model procedure and guidance. It was agreed that the Joint Secretaries would review the Terms of Reference and if they are unable to agree a form of words then a special meeting of the Central Committee would be convened.

03/19 National Facilities Time

The Staff Side recorded its disappointment at the employer's unilateral decision, communicated in an email on 28th June 2019, to withdraw guaranteed national facilities time and its central funding. Its concerns related to the unilateral nature of this action, the disruptive impact on students, the impact on the quality of the educational provision, the detrimental impact on efforts to implement the Fair Work Framework, the resulting inequalities in the balance of negotiating power and participation in meetings, the apparent disregard for the significant body of NJNC work outstanding and the disproportionate impact which this would have on certain colleges which have multiple representatives.

The Management Side advised that the sector spent £850k on Facilities Time both locally and nationally in academic year 2017/18.

The Staff Side requested the total spend be shared on National Facilities Time since the funding began, together with the detail of how much was paid back to colleges in re-imburement for national facility time.. It also suggested the Facilities Time Policy is added to the Policy Working Group workplan.

The Management Side agreed to revisit the issue of central funding with the Employers' Association and the Facilities Time Policy. It also referred to the NJNC minute of October 2015 where the Management Side recommendation was "*two days per month per EIS representative*". The Staff Side stated that this recommendation had not been agreed and was historic. It stated that it had been superseded by the six hours per week allocation per EIS representative which had operated in practice for a number of years and had been accepted and facilitated by colleges.

The Management Side view is that it agreed to "reconsider the funding issue and agreed to advise colleges to honour the previous Management Side recommendation".

The Staff Side view is that the Management Side agreed to "reconsider the funding issue and advise colleges that nothing had changed in terms of the guaranteed facility time and to honour the existing arrangement".

04/19 The Fair Work Agreement

The Staff Side requested a group be established to develop a framework similar to the agreement between Scottish Ministers and the recognised civil servant trade unions in line with the principles of the Fair Work Framework. It was agreed to set up a working group to take this forward.

05/19 Tutor/Assessor Posts

The Staff Side raised concerns over what it considered to be the creation of new support roles in the sector which were, in its view, lecturing posts by another name – Tutor/Assessor. Following lengthy discussion, it was agreed to gather information from the sector to understand how many colleges are using this type of role and to bring the results back to the Central Committee for further consideration and discussion.

The Staff Side requested that there should be a moratorium on the creation of these new roles, pending the outcome of the review. The Management Side refused this request.

06/19 Non-National Recognition and Procedures Agreement (NRPA) Colleges

It was noted that Newbattle Abbey College had become a signatory to the NRPA and that discussions continued with other non-NRPA colleges.

07/19 Living Wage

The Staff Side raised concerns in relation to two colleges not paying outsourced workers the living wage. The Management Side Secretary agreed to contact the colleges concerned to ensure milestones set by the Poverty Alliance were being met.

08/19 Indicative Meeting Schedule

The Staff Side requested quarterly meetings of the Central Committee. This was agreed and dates will be confirmed via the Joint Secretaries. The Management Side requested papers in advance of the meetings to ensure both sides are fully prepared. This was agreed.

09/19 Date of Next Meeting

The date of the next meeting has still to be agreed.