

**Agreed Minute of the Pay Meeting of the National Joint Negotiating Committee (NJNC) – Side Table (Lecturing) held on Tuesday 3 May 2022 at 1100 hours, via Video Conference.**

<b>In Attendance</b>	
Anne Campbell	Management Side
Sue Clyne	“ “
Jackie Galbraith	“ “
Alex Linkston	“ “ (Chair)
Ross Martin	“ “
Alan Ritchie	“ “
Derek Smeall	“ “
David Watt	“ “
Donny Gluckstein	Staff Side
Annemarie Harley	“ “
Eileen Imlah	“ “
Charlie Montgomery	“ “
Jim O’Donovan	“ “
Gary Ross	“ “
Stuart Brown	Staff Side Joint Secretary
Jillian Cheape	Secretariat
Gavin Donoghue	Director of College Employers Scotland (Observer)
David Gould	Zoom Administrator

**58/21 Welcome and Apologies**

The Management Side was in the Chair. Apologies were noted from Evan Williams, Management Side and Garry Ross, Staff Side.

**59/21 Pay 2021-22**

The Staff Side opened the meeting by advising that the lack of consolidation within the pay offer was one of the main barriers for the Staff Side but stated a willingness to continue to negotiate. The Management Side sought clarification on the main barrier and queried if there were other issues.

The Staff Side clarified its position and advised that it was seeking an increase in the consolidated offer and alighted to potential progress that could come from consolidating the unconsolidated part of the current offer.

The Management Side queried the amount the Staff Side was seeking.

The Staff Side requested an adjournment.

## **Adjournment**

On reconvening, the Management Side asked directly what could be done in order to avoid further industrial action.

The Staff Side advised £1250 consolidated would certainly resolve the current industrial action and if this is acceptable to the Management Side then the matter could be resolved immediately. The Staff Side stated that as it has now changed its position, it cannot see how this is unaffordable and was seeking movement from the Management Side as the current offer was only slightly lower than £1250, whilst also stating its willingness to move further if necessary

The Management Side sought clarification that the claim was now £1250 consolidated with no unconsolidated element. This was confirmed.

## **Adjournment**

Following the adjournment, the Management Side advised that colleges were under a great deal of financial pressure and £1250 was unaffordable. Management advised it was keen to end the industrial action.

The Staff Side queried whether a revised offer was being made.

The Management Side advised it was not looking to make a revised offer but was willing to look at reprofiling the current offer.

Following a discussion on ways of ending the dispute, the Management Side asked if the Staff Side would reduce its claim further as £1250 was unaffordable.

The Staff Side stated that as it had already reduced and if an agreement were reached then strikes could be suspended but again reiterated that it could move further, if this could be matched by movement from the management side

The Management Side advised the Staff Side that the college sector is facing a £5.7m deficit this year. The Staff Side Secretary questioned this narrative due to their own discussions with both the Scottish Government and Audit Scotland.

The Management Side requested an adjournment.

## **Adjournment**

Following the adjournment, the Management Side advised it was keen to see industrial action brought to an end. SB suggested adjourning the meeting and reconvening at 1600.

This was agreed.

## **Adjournment**

### **Meeting reconvened at 1610**

The Chair thanked the Staff Side for the break and advised the Management Side had a hard look at finances and was prepared to recommend to College Employers Scotland a pay offer of £900 consolidated and £150 unconsolidated.

The Management Side also advised that it was not funded for inflation and this offer is more than what the sector can afford but would recommend it to end strikes. The Staff Side was asked to take it to its members.

## **Adjournment**

The Staff Side reconvened the meeting by acknowledging this was a step forward, but it wasn't enough to suspend strike action.

The Management Side advised it had gone above and beyond the financial envelope the sector has and needs to have regard to the sector's financial position.

The Staff Side advised it was prepared to move and in the spirit of negotiation and moved to an amended claim of £1200.

The Management Side updated the Staff Side that a College Employers Scotland (CES) meeting was taking place the following week and would take this latest position to the meeting to consider.

The Staff Side asked if the CES meeting could take place sooner.

Following further discussion, it was agreed to end the meeting.

**60/21 Close**

## Action Monitoring Log

<b>Thursday 16 December 2021</b>		
<b>Action</b>	<b>Owner</b>	<b>Completion Date</b>
Continue discussions on Pay Claim once clarification on the budget announcement has been received.	Management Side / Staff Side	Complete
Management Side to formally put in writing its proposal for an appeal group to look at the Lecturing Staff National Dispute Resolution Referral.	Management Side	Complete
Continue discussions on the creation of a new working group to discuss return to work in relation to Covid-19.	Management Side / Staff Side	In Progress
<b>Thursday 27 January 2022</b>		
<b>Action</b>	<b>Owner</b>	<b>Completion Date</b>
Submit a formal dispute letter to the Management Side.	Staff Side	Complete
Continue discussions on returns to campus.	Joint Secretaries	In progress
<b>Thursday 17 March 2022</b>		
<b>Action</b>	<b>Owner</b>	<b>Completion Date</b>
Discuss and consider a new style of minutes going forward.	Joint Secretaries	In progress
Provide evidence on the figures quoted in relation to senior staff pay awards.	Staff Side	Ongoing
Continue discussions on Transfer to Permanency	Joint Secretaries	Ongoing
Continue discussions on a referral process relating to Circular 02/21	Joint Secretaries	Ongoing