

Agreed Minute of the meeting of the National Joint Negotiating Committee (NJNC) – Side Table (Lecturing) held on Friday 13 May 2022 at 0900 hours, via Video Conference.

| In Attendance | |
|----------------------|---|
| Donny Gluckstein | Staff Side |
| Annemarie Harley | “ “ |
| Eileen Imlah | “ “ |
| Charlie Montgomery | “ “ |
| Jim O’Donovan | “ “ (Chair) |
| Sue Clyne | Management Side |
| Jackie Galbraith | “ “ |
| Alex Linkston | “ “ |
| Ross Martin | “ “ |
| Alan Ritchie | “ “ |
| Derek Smeall | “ “ |
| Stuart Brown | Staff Side Joint Secretary |
| Gavin Donoghue | Director of College Employers Scotland |
| Evan Williams | Interim Management Side Joint Secretary |
| Jillian Cheape | Secretariat |
| Catherine McCreath | Zoom Administrator |

61/21 Welcome and Apologies

The Staff Side Chair welcomed all to the meeting. Apologies were noted from Gary Ross, Staff Side.

62/21 Pay 2021-22

The Staff Side advised it was looking for a response from the Management Side after having moved its position downwards to a pay claim of £1,200 at the previous meeting.

The Management Side advised that following full discussion at the College Employers Scotland (CES) meeting on Thursday 12 May 2022, the employers’ offer of £1,050 (£900 consolidated plus £150 non-consolidated) remains on the table for lecturers and is the maximum the sector can afford.

The Staff Side shared its disappointment about this response and reiterated its pay claim of £1,200 consolidated with no unconsolidated element.

Following lengthy discussions, the Staff Side requested an adjournment for the Management Side to reconsider its position following the points raised.

Adjournment

The Staff Side urged the Management Side to reconsider its current offer in order to prevent the escalation of Action Short of Strike including the withdrawal of goodwill in addition to the ongoing resulting boycott of marking.

The Management Side reiterated that the feedback from the CES meeting is that its final offer has not only reached its limit but have exceeded its remit. The Management Side stated there is a gap between both sides and offered to look at creative options as a way of resolving these negotiations.

The Staff Side acknowledged there was a gap, however, stated it had moved its claim during the negotiations and reemphasized its view on a wholly consolidated pay rise, advising that it was not interested in a non-consolidated figure and requested both sides take an adjournment.

Adjournment

Following an adjournment, the Management Side advised it has also moved its position during these negotiations and its position remains. The Management Side advised it was open to exploring creative solutions to resolve this industrial action with the Staff Side.

The Staff Side welcomed the offer to be more creative but said that offer itself was not enough for them to call of industrial action and was seeking something more tangible.

Following lengthy discussions, it was agreed the Joint Secretaries would discuss offline and look to schedule a further meeting.

63/21 Close

There was no further discussion.

Action Monitoring Log

| Thursday 16 December 2021 | | |
|--|------------------------------|------------------------|
| Action | Owner | Completion Date |
| 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 |
| Thursday 27 January 2022 | | |
| Action | Owner | Completion Date |
| Submit a formal dispute letter to the Management Side. | Staff Side | Complete |
| Continue discussions on returns to campus. | Joint Secretaries | In progress |
| Thursday 17 March 2022 | | |
| Action | Owner | Completion Date |
| 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 |
| Friday 13 May 2022 | | |
| Action | Owner | Completion Date |
| Schedule a further meeting on Pay 2021-22. | Joint Secretaries | Ongoing |