

**Agreed Minute of the meeting of the National Joint Negotiating Committee (NJNC) – Side Table (Lecturing) held on Thursday 27 January 2022 at 1700 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
Anne-Marie Harley	“ “
John Kelly	“ “
Charlie Montgomery	“ “
Jim O'Donovan	“ “
Evan Williams	Interim Management Side Joint Secretary
Jillian Cheape	Secretariat
Catherine McCreath	Zoom Administrator
Stuart Brown	Staff Side Joint Secretary

**40/21 Welcome and Apologies**

The Management Side was in the Chair for this meeting. The Chair welcomed all to the meeting. There were no apologies.

**41/21 Pay Claim 2021-22**

The Management Side opened the meeting by recapping the movement it has made thus far on its offer and stated its view to the Staff Side that its current offer goes beyond that of Public Sector Pay Policy (PSPP). The Staff Side was advised there is indication from the Scottish Funding Council (SFC) that the sector will be looking at a flat cash settlement for the year ahead that will mean a real terms cut to the sector's budget, particularly as inflation is currently at 5%, if not 7%, depending on metrics. The Management Side stated the flat cash settlement is for the fiscal year of April 2022 to March 2023 and SFC has still to convert this into an academic year budget and is expecting to see further detail of this conversion late in March 2022.

Based on the indications received from the draft budget announcement and SFC, the Management Side stated there is unlikely to be any significant movement on the budget and the sector is looking at a loss of one-off funding streams, linked to COVID 19, including mental health and digital capacity. Once further details are received from SFC, the Management Side stated it would be happy to discuss the details, in full, with one of the Staff Side representatives and identify any core and one-off fundings.

The Staff Side stated that further movement would be necessary on the offer and stated its members viewed the current offer as a pay cut. It further emphasised the significant movement that it had made in terms of reducing from its original claim. The Staff Side stated that due to rising levels of inflation, the longer it takes to settle pay negotiations the more difficult it will be to recommend the offer to its members. It further stated the message it is receiving from its members is that the offer on the table is not acceptable.

The Management Side alighted to its suggestion from earlier meetings in terms of a joint representation to the Scottish Government, regarding sector funding, and stated it was keen to do this as soon as possible. It stated this proposal was also discussed with Support Staff who were happy to make a joint approach to the Scottish Government about long-term funding settlements.

The Staff Side stated its priority was securing a pay award for this year and that discussions on a joint approach to the Scottish Government should take place at another meeting.

In light of the flat cash settlement and financial pressures faced by the sector, the Management Side's view was that the current offer is generous, particularly as it goes beyond PSPP. The Management Side advised there was no change to the offer made in December 2021 and reiterated that this was its final offer.

As this was the final offer, the Staff Side stated it did not have any other alternative apart from loading a formal dispute and advised it will submit notification of this in writing to the Management Side Joint Secretary.

The Staff Side requested that the Management Side agree to discussion related to college plans on returns to campus as in its view, campuses are not prepared for full scale returns. It stated it had requested discussions on COVID issues in the past which had been rejected and asked that these discussions now take place.

The Management Side advised there had been discussions on returns to campus at the Strategic Forum and advised all colleges are focussing on this matter, however the status of each college in terms of staff and students returning to campus differs significantly throughout the sector. It stated some colleges require more preparation and bigger transitions than others. The Management Side was in favour of having these but did not agree the NJNC was the correct body for this.

The Staff Side suggested these discussions take place between the Joint Secretaries in order to identify a way forward. It stated there would be a contractual impact in situations where a hybrid learning, and working are in place. The Staff Side advised it will outline that its position is that there may be a contractual change, and that these discussions will have to take place at NJNC.

The Management side advised that the sector was entering into post pandemic new ways of working and that it would be best to wait before discussing any contractual changes due to the uncertainty of what the new world of work would look like.

It was agreed the Joint Secretaries will have initial discussions on this matter to identify a way forward.

#### **42/21 Date of Next Scheduled Meeting**

The next scheduled meeting of the Side Table (Lecturing) is **Thursday 17 March 2022**.

## 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	In Progress
Continue discussions on the creation of a new working group to discuss Health and Safety 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