

Agreed Minute of the meeting of the National Joint Negotiating Committee (NJNC) – Side Table (Lecturing) held on Friday 22 April 2022 at 0930 hours, via Video Conference.

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

55/21 Welcome and Apologies

The Staff Side Chair welcomed all to the meeting. Gavin Donoghue, Director of College Employers Scotland was introduced to all at the meeting.

Apologies were noted from Donny Gluckstein and Gary Ross, Staff Side.

56/21 Pay 2021-22

The Staff Side opened the meeting advising that following one day of strike action thus far, it would like to find a way to suspend further strike action and advised that it was seeking an improved offer on the consolidated element of the current offer. The staff side emphasised that any non-consolidated payment would not be an acceptable alternative to a consolidated salary increase.

The Staff Side queried how the extra funding related to the pandemic had been spent. The Staff Side stated that if the Management Side made a significant increase to the consolidated element, then it would consider whether it could move from its current claim and potentially suspend strike action next week.

The Management Side advised that this discussion is about the budget for this year (2021/2022), which had not anticipated the rising rate of inflation. It also advised that elements of additional funding are tied to COVID related needs, such as mental health services, digital, and deferred students, and it cannot use COVID revenue for staff issues. It stated that due to no increase in the overall budget, it could not increase the consolidated element of the offer. Following lengthy discussions, the Management Side requested an adjournment to consider the points raised.

Adjournment

Following an adjournment, the Management Side maintained its position that it could not increase the consolidated element of the offer stating that while the 2021/2022 budget is clear, the 2022/2023 is not. It advised that colleges cannot offer an increase without knowing the future budget, and also whilst some colleges are operating in a deficit. It stated that the offer is above Public Sector Pay Policy and offered to meet with the staff side separately and discuss the budget and explain why certain funds are allocated as they are.

The Management Side asked the Staff Side to reconsider the additional £50 offered at the last meeting to increase the unconsolidated recognition award.

The Staff Side reiterated that a bonus/unconsolidated one-off payment would not be an acceptable alternative to a consolidated salary increase and asked the Management Side to adjourn in order to reconsider its position in response to this.

The Management Side advised it did not see any circumstances where it was able to increase the consolidated amount due to the unprecedented financial challenges that colleges are facing.

The Staff Side asked if there were any further comments before closing the meeting and advised it would proceed with next week's two days of strike action and Action Short of Strike in lieu of no agreement being reached through negotiation.

57/21 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 |