

**Minute of the meeting of the National Joint Negotiating Committee (NJNC) – Side Table (Lecturing) held on Thursday 19 January 2023 at 1500 hours, via Video Conference.**

<b>In Attendance</b>	
Anne Campbell	Management Side
Sue Clyne	“ “
Alan Ritchie	“ “
Derek Smeall	“ “
David Watt	“ “ Chair
Donny Gluckstein	Staff Side
Anne-Marie Harley	“ “
Eileen Imlah	“ “
Charlie Montgomery	“ “
Garry Ross	“ “
Katrina Daly	Management Side Joint Secretary
Stuart Brown	Staff Side Joint Secretary
Jillian Cheape	Secretariat
Gavin Donoghue	Director of College Employers Scotland
Anne Davidson	Note Taker
Catherine McCreath	Zoom Administrator

**15/22 Welcome and Apologies**

The Management Side was in the Chair for this meeting. The Chair welcomed all to the meeting.

Apologies were noted from Liz Connolly, Management Side and Jim O’Donovan, Staff Side.

**16/22 Pay Claim 2022/23**

The Management Side updated the Staff Side following the recent budgetary announcement of an additional £26 million funding for the college sector, which is for one year only and is not intended for operational purposes. Clarity on the purpose of the additional £26 million is expected mid-late March 2023 from Scottish Funding Council (SFC), along with confirmation of the sector’s funding settlement for 2023/24 which is anticipated to be a flat cash settlement.

The Management Side informed the Staff Side that the College Employers Scotland (CES) Executive Group met earlier that day to consider the sector’s current financial position and current pay offer. The Management Side advised that it was not in a position to make an improved pay offer and cited the current financial climate, whilst noting that colleges were continuing to make voluntary severances. However, the Management Side offered to make a joint approach to the Scottish Government for additional funding.

The Staff Side expressed its disappointment at the lack of an increased pay offer and the Management Side’s delay in making an improved offer, particularly given a pay offer should be based on the sector’s current budget provision rather than based on future funding. In terms of approaching the Scottish Government for additional funding, the Staff Side indicated that they have been actively discussing the sector’s financial position with the government, in line with EIS-FELA campaign and reiterated that any joint approach to the Scottish Government would be dependent on reform of college governance.

The Management Side expressed its view that a pay offer must take account of future funding. In previous discussions, with Management Side representatives, the SFC have indicated that the sector's budget would potentially be reduced by 5% - 10%. Following extensive discussions, with SFC and Scottish Government, it is believed that the sector will receive a flat-cash settlement for the next year. The Management Side stated that discussions are continuing with the Scottish Government on the benefits of the Further Education sector and the continued underfunding of the sector.

The Staff Side requested an adjournment to consider the points raised.

#### Adjournment

Following a brief adjournment, the Staff Side reiterated its disappointment with the lack of an improved pay offer and the delays in reaching this point.

#### **17/22 Facilities Time**

The Management Side advised that their Facilities Time request will be discussed at the forthcoming CES meeting scheduled for Monday 30 January 2023 and the outcome of this meeting will be shared with the Staff Side.

The Staff Side expressed frustration at the time it has taken to review and respond to their request, given the matter was raised formally and in writing in October 2022, where the intention to raise a dispute if the matter was not resolved swiftly was made clear. The Staff Side expressed its view is that the Facilities Time being requested, is the reinstatement of previous arrangements and advises that the Staff Side paper, CES is due to consider, provides a breakdown of their Facilities Time requirements but was prepared a few years ago.

The Staff Side requested an adjournment.

#### Adjournment

Following an adjournment, the Staff Side advised that they wished to raise a formal dispute regarding Facilities Time.

The Management Side expressed its disappointment that a dispute has been raised now, given the Management Side will be discussing the matter at the CES meeting on Monday 30 January and have agreed to provide a response to their Facilities Time request following the meeting and, if required, a meeting would be arranged between the Joint Secretaries to discuss the outcome.

#### **18/22 Date of Next Meeting**

The next scheduled meeting is **Thursday 23 March 2023**. Following receipt of the formal dispute notification from the Staff Side, an earlier meeting will be scheduled.

## Action Monitoring Log

<b>Thursday 17 March 2022</b>			
<b>Action</b>	<b>Owner</b>	<b>Completion Date</b>	<b>Status</b>
Continue discussions on Transfer to Permanency.	Joint Secretaries		In Progress
<b>Thursday 16 June 2022</b>			
<b>Action</b>	<b>Owner</b>	<b>Completion Date</b>	
Continue discussions on Transfer to Permanency.	Joint Secretaries		In Progress
Continue discussions on Draft Circular STL 01/22.	Joint Secretaries		In Progress
<b>Thursday 22 September 2022</b>			
<b>Action</b>	<b>Owner</b>	<b>Completion Date</b>	
The Staff Side to respond to the baseline figures supplied as at 8 <sup>th</sup> September 2022.	Staff Side	September 2022	Outstanding
<b>Thursday 15 December 2022</b>			
<b>Action</b>	<b>Owner</b>	<b>Completion Date</b>	
Schedule NJNC Side Table pay meeting following further information from Scottish Funding Council.	Secretariat	January 2023	Complete
Joint Secretaries to schedule a meeting to discuss Circular 02/21 Referral	Joint Secretaries	January 2023	In Progress
Joint Secretaries to produce and agree a guidance note to supplement the Transfer to permanency paper.	Joint Secretaries	March 2023	In Progress
Membership and schedule of meetings of Hybrid Working and Learning Practices Working Group.	Joint Secretaries	January 2023	Complete
Joint Secretaries to discuss the recording of NJNC meetings.	Joint Secretaries	March 2023	In Progress
Continue discussions on Facilities Time.	Management Side	January 2023	In Progress
<b>Thursday 19 January 2023</b>			
<b>Action</b>	<b>Owner</b>	<b>Completion Date</b>	
Provide a response to the Staff Side on Facilities Time following the CES meeting on Monday 30 January 2023.	Management Side	January 2023	In Progress