

Minute of the National Dispute Meeting – Pay 2022-23 and Facilities Time held on Thursday 2 February 2023 at 1400 hours, via Video Conference.

In Attendance	
Donny Gluckstein	Staff Side
Anne-Marie Harley	“ “
Eileen Imlah	“ “
Charlie Montgomery	“ “
Jim O’Donovon	“ “ (Chair)
Gary Ross	“ “
Anne Campbell	Management Side
Sue Clyne	“ “
Alex Linkston	“ “
Derek Smeall	“ “
Stuart Brown	Staff Side Joint Secretary
Jillian Cheape	Secretariat
Katrina Daly	Management Side Joint Secretary
Anne Davidson	Note Taker
Louis Martin	Zoom Administrator

Welcome and Apologies

The Staff Side was in the Chair for this meeting. Apologies were noted from David Watt and Liz Connolly, Management Side.

Both Sides agreed that Facilities Time be moved to the first item on the agenda.

Facilities Time – First Dispute Meeting

The Management Side gave an update on the outputs from the extraordinary College Employers Scotland (CES) meeting on Monday 30 January 2023, advising that there had been agreement, in principle, to increase the quantum of Facilities Time to one day per week subject to the development and agreement of a protocol.

The Staff Side requested clarification that this was six hours class contact remission. The Management Side advised it was seven hours from the FTE.

The Staff Side stated that they needed a clear statement that the Facilities Time quantum would constitute six hours of class remission, and that this must be implemented immediately in order to end the current dispute on Facilities Time. The staff side explained that class contact remission is essential, as this ensures that there is not an undue workload pressure as a result of release for NJNC duties. The Management Side stated that this would not be possible and requested an adjournment.

Adjournment

After a brief adjournment, the Staff Side reiterated their view that the Facilities Time must be six hours class remission time and could not be part of preparation time as this would impact on preparation for lessons.

The Management Side requested a further adjournment to consider the points raised.

Adjournment

Following the adjournment, the Management Side agreed the quantum of six hours per week will be from class remission and it would urgently request a draft protocol for discussion and agreement before any quantum of National Facilities Time could be increased.

The Staff Side requested the increase be implemented immediately. This was not agreed as colleges require a reasonable notice period to implement timetable changes, but the matter will be discussed at the second dispute meeting.

The Management Side confirmed that their intention is to provide a draft agreement setting out the protocol for agreement between the Joint Secretaries following receipt of outputs from the HR Strategic Group.

The Staff Side stated that as there was not an agreement reached on quantum of Facilities Time, the dispute remained. However, their view was that there would be movement on the protocol by the next dispute meeting which will allow the dispute to be concluded.

2022/23 Pay Dispute – First Dispute Meeting

The Staff Side reiterated their rejection of the previous offer of a 2% pay award and express their desire for an improved offer.

The Management Side stated that there can be no improved offer at this time, due to the financial position of the sector, and their suggestion of a joint approach to the Scottish Government for additional funding to reach an acceptable offer. The Staff Side was asked to consider their current pay claim and if they could make any movement towards what an acceptable offer would be to the management side.

The Staff Side requested a credible offer be made before any movement could be considered and the pay claim made in September should be decided on the sector's funding in April 2022. The staff side further set out that the current claim remained under the rate of inflation. The Management Side were encouraged to seek additional funding for the sector in order to provide an adequate pay rise, citing the level of pay offers being made to others, including the teachers.

The Management Side reiterated their position.

The Staff Side advised that the dispute on pay claim remains.

Next Steps

Both sides agreed that further discussion would take place at the next dispute meeting.

Date of Next Scheduled Meeting

The next meeting is scheduled to take place virtually, at 1500 on **Thursday 9 February 2023**.