

Agreed Minute of the National Joint Negotiating Committee (NJNC) – Side Table (Lecturing) – Fourth Dispute Meeting – Pay 2022-23 held on Wednesday 17 May 2023 at 1400 hours, via Video Conference.

In Attendance	
Lynn Davis	Staff Side
Anne-Marie Harley	“ “
Charlie Montgomery	“ “ (Chair)
Garry Ross	“ “
Anne Campbell	Management Side
Liz Connolly	“ “
Alan Ritchie	“ “
David Watt	“ “
Stuart Brown	Staff Side Joint Secretary
Katrina Daly	Management Side Joint Secretary
Gavin Donoghue	Director of College Employers Scotland
Catherine McCreath	Zoom Administrator
Anne Davidson	Note Taker

Welcome and Apologies

The Staff Side was in the Chair for this meeting. Apologies were noted from Donny Gluckstein, Staff Side.

2022/23 Pay Dispute – Fourth Dispute Meeting

The Staff Side provided an update on its revised pay claim, which was issued to College Employers Scotland (CES) on Friday 12 May 2023. It advised that based on previous meetings it was clear that both sides are keen on the proposal of a two-year deal and had revised its pay claim to a flat cash sum of £7,000 over two years, which could constitute a consolidated salary uplift of £3,500 for all salary points (both promoted and unpromoted) for Academic Years 2022/23 and 2023/24.

The Staff Side advised that this represents a dramatic reduction from the initial flat cash claim of £5,000 for 2022/23. It stated this is a substantial move on the part of the Staff Side as £5,000 was equivalent to a 10% uplift based on salary scale point two, on the promoted pay scale. It noted that the rate of inflation still currently sits in excess of 10%, and this being the case, the reduced claim is made with the knowledge that it is unlikely to meet the needs of the staff in terms of the current cost of living.

The Staff Side advised that it has sought to reduce its claim and make a revised claim which is generally in alignment with pay settlements in other public sector organisations.

The Management Side welcomed the revised pay claim and movement to a flat cash settlement. However, it restated the dire financial situation faced by the college sector, noting the recent loss of £26 million proposed transformation funding.

The Management Side advised that it had attended a meeting with the Further Education Minister and Cabinet Secretary, where it was made clear that there would be no further funding available to the sector. The sector had made it clear its disappointment regarding the removal of the £26 million and the fact that there would be no additional funding for a pay award.

The Management Side updated the Staff Side that, at the CES meeting that morning, a recommendation had been given to make an improved offer to the Staff Side, however, given the short notice, it could not provide the details of its improved offer today. The Management Side advised that the improved offer would not match the Staff Side's revised pay claim, but confirmed its commitment to a two-year deal and that it is open to a flat cash arrangement. It further advised that there is a genuine desire to recognise and reward the efforts of the staff.

The Management Side again emphasised the severity of the financial situation faced by the sector and stated that there is no accumulated reserve of cash available and hence its disappointment that no further funding is being made available. It also restated the enormous impact any increased pay offer will have on colleges, in terms of staffing and budgeting.

The Management Side indicated its desire to progress the pay negotiations and proposed a further pay meeting on Thursday 1 June 2023, to continue discussions.

The Staff Side stressed the urgency to make progress, given the proximity to the examination period and requested that a meeting with the Management Side be scheduled before Thursday 1 June 2023.

The Management Side agreed to try to schedule a meeting as soon as possible.

Date of Next Scheduled Meeting

The next meeting is currently scheduled for **Thursday 1 June 2023**, however it was agreed to endeavour to meet in advance of this date, if possible.