

Agreed Minute of the meeting of the National Joint Negotiating Committee (NJNC) – Side Table (Lecturing) held on Thursday 15 December at 1000 hours, via Video Conference.

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

10/22 Welcome and Apologies

The Staff Side Chair welcomed all to the meeting. There were no apologies.

11/22 Minutes of Previous Meetings and Any Matters Arising

The minute of the meeting held on Thursday 16 December 2021 was agreed.

The minute of the meeting held on Thursday 22 September 2022 was agreed.

The minute of the meeting held on Thursday 10 November 2022 was agreed.

The minute of the meeting held on Thursday 24 November 2022 was agreed.

12/22 Pay Claim 2022/23

The Staff Side stated it is awaiting an improved pay offer on the 2% uplift which was previously rejected, and invited the Management Side to respond.

The Management Side advised that any revised offer was subject to the outcome of the upcoming budgetary statement from the Scottish Government. The Management Side stated that it does not expect the sectoral arrangements for funding to be finalised until late January 2023 and informed the staff side that further details will be sought in a meeting between the Management Side and the Scottish Funding Council (SFC) the following week.

The Staff Side requested an adjournment.

Adjournment

The Staff Side expressed disappointment that no revised offer was provided by the Management Side and cited an apparent lack of commitment from the Management Side to progress the claim.

The Staff Side stated that in order to continue discussions meaningfully, receiving feedback from the management meeting with the SFC, as early as possible, would be beneficial. The Staff Side suggested two possible dates of 12 or 19 January 2023 for an additional Side Table to take place.

The Management Side reiterated its concerns regarding the impact of the cost of living on lecturing staff and its commitment to making a revised pay offer at a future meeting. The Management Side restated its position that without clarity on the funding position, which will follow the Scottish Government Budget statement, no improved offer can be made. The Management Side stated that the sector is facing voluntary severance unless additional funding is provided from the Government.

The Staff Side stated its view that the Scottish Government Budgetary statement impacts on the following year, with this year's financial position being known.

The Management Side requested an adjournment.

Adjournment

Following the adjournment, the Management Side offered to meet as a Side Table on Thursday 19 January 2023, in order to provide an update following the management meeting with SFC and to maintain ongoing communications regarding the pay claim.

It was noted that the staff side Pay Claim 2022/23 remains as a flat-rated £5000, consolidated, salary uplift and the Staff Side would expect an improvement in the previously rejected 2% offer.

13/22 Circular STL 02/21 – Joint Secretaries Referral

The Management Side provided an update as to the current position and stated that there is no resolution at this point.

The Staff Side requested an adjournment.

Adjournment

Following an adjournment, the Staff Side requested a meeting be scheduled early in 2023 to discuss the matter in full.

The Management Side agreed with this, and it was referred to the Joint Secretaries to agree a date for this meeting.

14/22 Transfer to Permanency

The Management Side referred to Paper 3 and gave an update on the current position, progress to date and the key issues identified from Joint Secretaries discussions.

The paper contained two suggested recommendations. Firstly, that the matter be referred to the Fair Work Working Group (FWWG), given similar matters have been raised by Support Staff, and secondly that the matter remains as a standing agenda item in Side Table (Lecturing) meetings.

The Staff Side stated that recommendation one would not be acceptable, given that the contractual agreements regarding transfer to permanency differ between the NJNC side table bargaining

groups. As such, the staff side believed transfer to permanency, in relation to lecturing staff, remained the remit of the Side Table (Lecturing).

The Management Side requested an adjournment.

Adjournment

Following an adjournment, it was agreed that the Joint Secretaries should draft a guidance note, in addition to the existing circular, for further discussion at a future Side Table (Lecturing) meeting.

15/22 Hybrid Working Practices Working Group

It was agreed that a working group would be established, to look at Hybrid Working and Learning Working Practices as, in the Staff Side's view, it is being introduced differently across all colleges, as a result of it having originally been an emergency measure during the Covid pandemic.

The Terms of Reference was agreed, and the Joint Secretaries will agree the membership and dates for the working group to meet.

16/22 Recording of NJNC Meetings

The Staff Side presented a paper regarding the recording of NJNC meetings, following agreement to do so at a previous meeting.

The Management Side expressed its view that further scoping out of the implementation of recorded meetings would be required. It was agreed that the Joint Secretaries would engage in researching logistics and report back to a future Side Table (Lecturing) meeting.

17/22 Facilities Time

The Staff Side referenced previous written communication sent to the Management Side, that made clear that no progress on the matter of facilities time would lead to the declaration of a dispute, and that the timescale within that communication had now elapsed.

The Management Side confirmed that Facilities Time will be discussed at the upcoming College Employers Scotland meeting scheduled for January 2023 and that the matter could then be returned to the next Side Table (Lecturing) meeting.

18/22 Date of Next Meeting:

The next scheduled meeting is **Thursday 23 March 2023**, although an additional meeting will be scheduled in advance of this date to discuss the Pay Claim and Facilities Time, as detailed previously in this minute. A further meeting will be arranged between the Joint Secretaries to discuss the Circular 02/21.

Action Monitoring Log

Thursday 17 March 2022			
Action	Owner	Completion Date	Status
Continue discussions on Transfer to Permanency.	Joint Secretaries		In Progress
Thursday 16 June 2022			
Action	Owner	Completion Date	
Continue discussions on Transfer to Permanency.	Joint Secretaries		In Progress
Continue discussions on Draft Circular STL 01/22.	Joint Secretaries		In Progress
Thursday 22 September 2022			
Action	Owner	Completion Date	
The Staff Side to respond to the baseline figures supplied as at 8 th September 2022.	Staff Side	September 2022	Outstanding
Thursday 15 December 2022			
Action	Owner	Completion Date	
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	Complete
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	Complete
Continue discussions on Facilities Time.	Management Side	January 2023	In Progress
Thursday 19 January 2023			
Action	Owner	Completion Date	

Provide a response to the Staff Side on Facilities Time following the CES meeting on Monday 30 January 2023.	Management Side	January 2023	Complete
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