

Agreed Minute of the National Joint Negotiating Committee (NJNC) – Side Table (Lecturing) – Fourth Dispute Meeting – Pay 2022-23 held on Thursday 1 June 2023 at 1400 hours, via Video Conference.

In Attendance	
Anne Campbell	Management Side
Liz Connolly	“ “
Debbie Kerr	“ “
Alan Ritchie	“ “
David Watt	“ “ (Chair)
Lynn Davis	Staff Side
Donny Gluckstein	“ “
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	Teams Administrator
Catherine McCreath	Note Taker

Welcome and Apologies

The Management Side was in the Chair for this meeting. Apologies were noted from Angus Campbell, Management Side.

Fifth Pay 2022/23 Dispute Meeting

The Management Side outlined the financial challenges faced by the sector and advised that despite these challenges, College Employers Scotland (CES) has reached an improved offer at its meeting on Wednesday 17 May 2023. The Management Side tabled a full and final offer of a £2,000 pay rise in 2022/23 and a further £1,500 in 2023/24, providing a cumulative £3,500 on all National Salary Scale Points for unpromoted and promoted lecturers over the two years. This is the best offer from the sector and is at the limits of affordability given the financial pressures colleges are facing and could lead to potential job losses, which is disappointing for the sector. The Management Side requested the Staff Side present this offer to its members for consideration.

The Staff Side requested an adjournment to consider the offer.

Adjournment

Following an adjournment, the Staff Side advised it rejected the offer, stating that it fell significantly below their expectations, given its revised pay claim of £7,000 over Academic Years 2022/23 and 2023/24. It stated that, in its view, the revised offer from the Management Side represents a pay cut in real terms, alongside job losses in order to finance the offer, therefore, the Staff Side could not present such an offer to its members. However, it emphasised that it was willing to continue to negotiate further.

The Management Side explained the growing challenges faced by the college sector, including staffing reductions and budgetary constraints and reiterated that this is the full and final offer. The Staff Side requested a further adjournment to consider the points raised.

Adjournment

Following an adjournment, the Staff Side thanked the Management Side for tabling a revised offer and stated that job losses had already begun across the sector, but in its view, it could not accept an offer predicated on further job losses.

Due to the divergent views, both sides mutually agreed to bring the meeting to a close.

Date of Next Scheduled Meeting

The next scheduled NJNC – Side Table (Lecturing) meeting is Thursday 8 June 2023.