

Agreed Minute of the meeting of the National Joint Negotiating Committee (NJNC) – Side Table (Lecturing) held on Thursday 8 June 2023 at 1000 hours, via Video Conference.

In Attendance	
Angus Campbell	Management Side
Anne Campbell	“ “
Sue Clyne	“ “
Alan Ritchie	“ “
Derek Smeall	“ “
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	Note Taker
Louis Martin	Zoom Administrator

28/22 Welcome and Apologies

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

No apologies were noted.

29/22 Minute of Previous Meetings

The minute of the meeting held on Thursday 30 March 2023 was agreed.

The minute of the meeting held on Thursday 27 April 2023 was agreed.

The minute of the meeting held on Thursday 17 May 2023 was agreed.

30/22 Transfer to Permanency

The Management Side advised that due to workload commitments, the necessary discussions had not yet concluded and proposed that in order to make progress on Transfer to Permanency, a paper be presented for discussion and sign off at the next Side Table (Lecturing) meeting in September 2023. The Staff Side confirmed its intention to look at the redrafted document and its commitment to sign it off, if the draft document is acceptable, at the Side Table (Lecturing) meeting in September 2023.

31/22 Hybrid Working and Learning Practices Working Group

The Management Side gave an update on progress and confirmed the group had agreed a glossary of terms in relation to practices which evolved from the pandemic and agreed definitions in relation to non-contact time. The Management Side stated there has been positive discussions and good progress was being made by the Working Group. The action for this Side Table meeting is to note the progress of the group.

The Staff Side agreed that good progress has been made and that it had been useful to agree common language and look at areas where trade unions may have concerns. It stated there was commonality in relation to this and echoed the Management Side in asking the Side Table meeting to note the progress made.

The Chair thanked both sides for their efforts in relation to the Hybrid Working and Learning Practices Working Group.

32/22 Work Plan 2023/24

In order to make progress on the Work Plan, the Management Side suggested that feedback be provided to the Joint Secretaries from both sides as to what items should be worked on jointly to bring to the Side Table meetings in the next Academic Year. The Staff Side suggested that this process could commence in advance of the next Side Table (Lecturing) meeting. Both sides agreed.

The Management Side made an initial suggestion that due consideration should be given to the impact of Artificial Intelligence as part of the Work Plan.

33/22 Pay Dispute

The Management Side confirmed there was no change to the Management Side offer as provided at the previous meeting.

The Staff Side confirmed that it is willing to negotiate on the pay claim and will look to lower its claim when there is movement from the management side. The Staff Side emphasised its position is that it will welcome a further improved offer from the Management Side.

The Management Side again confirmed that its offer of £2,000 for Academic Year 2022/23 and a further £1,500 in 2023/24 was a full and final offer. However, it committed during its upcoming meeting with the Minister, to reinforce the problem with affordability and the problems the sector faces due to funding constraints.

The Management Side advised that during its recent meeting with the Scottish Funding Council, it had been made clear that the Scottish Government is not in a position to provide any additional funds, and that the situation is worsening. The Management side confirmed that it will, however, continue to push the case for further funding for the sector. The Management Side requested an adjournment.

Adjournment

Following the adjournment, the Management Side acknowledged receipt of a letter from the Staff Side to both the Chair and Director of College Employers Scotland and welcomed the suggestion therein, that both sides work collaboratively in relation to seeking additional funding from the Scottish Government. However, it also noted elements of the letter that the Management Side could not sign up to, but stated it is keen to work with the Staff Side on agreed lines to take to the Scottish Government.

The Management Side also noted the letter makes reference to an emergency funding package and that the Staff Side will consider reviewing its offer. The Management Side asked the Staff Side what movement they are willing to make in the negotiation given that the Management Side had doubled their original offer. It also asked for clarification on details regarding the Staff Side proposals for an emergency funding package. The Management Side stated its willingness to cooperate with the Staff Side on these matters and to have joint discussions with the Scottish Government regarding funding to the sector.

The Staff Side proposed a meeting be scheduled in advance of the ministers meeting on Wednesday 14 June 2023 to clarify costings.

The Staff Side stated that in its view, the employers are choosing to make cuts and the Management Side offer falls short of what colleges have budgeted for, in relation to a potential pay offer, and stated this is not an acceptable position.

The Management Side refuted this and again stated that colleges have not budgeted for an increase but instead have carried out a forecasting/modelling exercise. It advised that many colleges are extremely concerned about the current offer and that further operational budget modelling has been carried out, due to significant cost increases that have arisen, such as increased energy costs, and the loss of Skills Development Scotland funding and for these reasons, it is not able to move any further with the offer.

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

Adjournment

Following the adjournment, the Staff Side proposed scheduling a meeting early the following week to discuss a joint approach to Government.

Both sides committed to arrange this meeting in advance of the meeting with the Minister.

34/22 Date of Next Meeting

The next scheduled NJNC – Side Table (Lecturing) meeting is still to be confirmed and is anticipated to be in the new academic year.

Action Monitoring Log

Thursday 17 March 2022			
Action	Owner	Completion Date	Status
Continue discussions on Transfer to Permanency.	Joint Secretaries		Complete
Thursday 16 June 2022			
Action	Owner	Completion Date	
Continue discussions on Transfer to Permanency.	Joint Secretaries		Complete
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	Complete/Overtaken
Thursday 15 December 2022			
Action	Owner	Completion Date	
Joint Secretaries to produce and agree a guidance note to supplement the Transfer to permanency paper.	Joint Secretaries	March 2023	Complete
Continue discussions on Facilities Time.	Management Side	January 2023	Complete
Thursday 30 March 2022			
Action	Owner	Completion Date	Status
A response to circular 02/21 to be provided at a later date out with the meeting.	Staff Side	tbc	Ongoing
Continue discussions on multi-year pay offer.	Management Side & Staff Side	April 2023	Ongoing
Further consideration on Transfer to Permanency Paper and any changes referred back for discussion at the next Side Table (Lecturing) meeting.	Joint Secretaries	June 2023	Ongoing
Quarterly meeting schedule to be reviewed and an interim meeting to be arranged to progress urgent matters.	Joint Secretaries	April 2023	In progress
Thursday 8 June 2023			
Action	Owner	Completion Date	Status
Continue discussions on Transfer to Permanency and bring redrafted document for sign off at the National Joint Negotiating Committee (NJNC) Side Table (Lecturing) meeting in September 2023.	Joint Secretaries	September 2023	In progress

Provide feedback to the Joint Secretaries as to what items should be worked on jointly to bring to the Side Table meetings in the next academic year.	Joint Secretaries	September 2023	In Progress
Arrange a meeting to discuss costings in advance of ministerial meeting on Wednesday 14 June 2023	Joint Secretaries	June 2023	Complete