

Agreed Minute of the meeting of the National Joint Negotiating Committee (NJNC) – Side Table (Lecturers) held on Thursday 21 June 2018 at 1000 at City of Glasgow College, City Campus, Glasgow.

In Attendance	
Alex Linkston	Management Side (Chair)
Paul Little	“ “
Stuart Thompson	“ “
John Kelly	Staff Side
Jim O’Donovan	“ “
Charlie Montgomery	“ “
Eileen Imlah	“ “
John Gribben	Management Side Secretary
Anne Keenan	Staff Side Secretary
Heather Stevenson	Depute Management Side Secretary

35/18 Welcome and Apologies

The Management Side Chair welcomed all to the meeting. Apologies were received from David Alexander, Andy Lawson and Pam Currie.

36/18 Minutes of Previous Meetings

The minute of the NJNC meeting of Thursday 22 March 2018 was agreed.

The minute of the NJNC meeting of Thursday 19 April 2018 was agreed.

37/18 Matters Arising and Any Other Exceptional Items

The Staff Side raised concerns over what it viewed as the bad faith interpretation of National Bargaining in respect of the implementation of the 23+1 hours class contact time agreement. It advised that some colleges were not reducing workload in the way that the agreement intended and it was concerned about the impact of this action on teaching and learning.

The Management Side indicated that the specific details of such issues be set out in writing and they could then be considered. The Management Side was not aware of any breach and that protocol should be that the matter should be brought to the attention of the Joint Secretaries, who would attempt to resolve with a joint response, failing which the matter would be brought to the NJNC. The NJNC should not normally be concerned with local matters.

The Staff Side responded that there can be grey areas between what is local and national and highlighted that local disputes had been raised to deal with these issues in the first instance.

The Management Side reiterated that this forum is not to discuss local matters and that any queries should be submitted through the Joint Secretaries in the first place. The Staff Side indicated that it was not raising an individual case for consideration but wanted to highlight that the local disputes may ultimately raise issues which will have to be determined nationally. It was agreed that any issues would be raised with the Joint Secretaries and that protocol should be followed.

38/18 Pay

This was the sixth dispute meeting.

The Staff Side asked if the Management Side was willing to negotiate further on the revised EIS claim submitted at the meeting on 19 April 2018.

The Management Side advised that the claim had been rejected and that there was insufficient funding and would require yet further efficiency savings. It advised that the Staff Side offer was not being considered and that the Management Side offer should be considered as a final offer. The Management Side was aware of the recently issued EIS newsletter, but the Employers Association had endorsed the offer as final and there would be no further negotiation.

The Staff Side clarified that it had submitted a 'claim' not an 'offer'. The Staff Side asked for clarification on the amended claim that had been submitted at the meeting on 19 April as to whether there had been any further consultation.

The Management Side confirmed that the offer submitted on 19 April 2018 was a full and final offer.

The Staff Side advised that it had come to this meeting ready to negotiate. It reminded the Management Side that it had asked for a breakdown of what the offer meant for individual members but that this had not been provided. The Staff Side repeated the request for information it believed it was entitled to, explaining that this was essential in communicating the value of the offer to individual members.

The Management Side was of the view that all relevant information had been provided. The Staff Side advised that it had not been provided with the individual college spreadsheets as promised. The Management Side checked correspondence and advised that the relevant data had not been issued and apologised for the omission. The spreadsheets would be issued following the meeting.

The Staff Side sought confirmation that the Management Side was considering the correct pay claim and clarified that a further claim has been submitted after the meeting on 19 April and in that claim, the final year figure had been reduced to £5500. The Management Side confirmed that this claim was rejected. The Staff Side reiterated its concerns about the SFC comments on affordability, and referred to the fact that choices can be made in determining how resources are allocated. The Staff Side referred to the Audit report which advised of a sector surplus and indicative improvement of financial positions.

The Management Side advised that the figures related to 2016 and that moving forward the financial projection for most colleges remained bleak.

The Staff Side advised that additional funding had been provided to colleges from Scottish Government to implement the harmonisation process and that colleges should have been prepared to plan for funding cost of living pay increases.

The Management Side advised that the Staff Side claim would result in efficiency savings, colleges would fail to meet Scottish Government requirements and could ultimately, result in job losses.

The Staff Side asked the Management Side to confirm that it had just advised that the claim would result in staff cuts.

The Management Side advised that the claim would result in unacceptable efficiency savings within colleges which could result in job losses.

The Staff Side asked why affordability arguments did not apply to Principals and Senior Management. The Management Side advised that discussion on this matter was outwith the scope of this forum. The Staff Side requested information on Principals and Senior Staff remuneration and pay increases.

The Management Side advised that this information was not collated centrally and could not readily be provided. The Staff Side asked if the Management Side were refusing to provide the information. The Management Side repeated that it did not hold the information and that it was out of scope of this forum.

The Staff Side was of the view that it was legally entitled to this information for collective bargaining purposes and that the information should be collated and shared.

The Management Side repeated that the issue of senior salaries was out of scope and not covered by the NRPA.

The Staff Side advised that it had hoped to receive the information through this forum but in light of the Management Side's position, it would seek to obtain the information by another route.

39/18 Conserved and Extended Posts

The Management Side gave a verbal report of information collated from the sector in response to the paper submitted from the Staff Side at the meeting on 19 April 2018. The Management Side believed that the information received indicated that there were no issues outstanding and that all posts had been classed as either promoted or un promoted lecturers, with local salary conservation arrangements being applied as appropriate.

The Staff Side indicated that this did not accord with the information which it had received but stated that it would be helpful if the detailed information obtained by the Management Side could be shared. Consideration could then be given to any issues outstanding in individual colleges. These cases would then be raised through the Joint Secretaries.

40/18 NJNC Protocol - Communications

The Staff Side set out its disappointment that NJNC documents had been circulated to College Scotland members without the prior agreement of the NJNC and that subsequently this documentation had been shared with a journalist. The Staff Side stated that this constituted a fundamental breach of NJNC protocols and had been raised with the Management Side Joint Secretary. Reference was made to the extensive discussion which had taken place around communication at the NJNC on 19 April and despite this, confidential information had been released to the press. The Staff Side also commented on the fact that communications had been made by some colleges directly with employees about the pay offer and noted that this undermined the process of National Bargaining.

The Management Side acknowledged the extensive emails which had been shared between the Joint Secretaries and stated that it did not believe that the Management Side had breached protocol. It stated that the two sides should continue to work together to address any concerns.

It was confirmed that the protocol was being reviewed in relation to communications with the SFC and a draft protocol with suggested amendments would be with the Staff Side shortly.

41/18 Lecturer Professionalism

The Staff Side confirmed that it had requested that this item be placed on the agenda and confirmed it wished to engage with the Management Side in discussions around professional registration. The Staff Side had met with the GTCS to discuss the advantages and challenges of registration as well as looking at how this could be promoted within the sector. A further meeting with the GTCS is planned. There had been fruitful discussions on different categories of registration and the Staff Side asked if the Management Side had similarly been engaging with GTCS.

The Management Side confirmed it had met with GTCS and discussed both the benefits as well as the challenges of registration. Although it has been agreed that registration would be in place by April 2019, it was noted that all parties concerned were awaiting the publication of the Education Bill. It was acknowledged that timescales may have to be reviewed depending on the content of the Bill and any ministerial statement given.

The Staff Side requested that this item be retained on the agenda moving forward. This was agreed.

The Staff Side highlighted that professional registration should not be conflated with professional standards. The Management Side responded that there was no conflation in its view and that there was a document currently out for consultation, with the outcome awaited.

The Staff Side welcomed the fact that there would be consultation on the new professional standards and reiterated that the professional standards needed to be owned by lecturers in the same way that the teachers own their standards.

42/18 Terms and Conditions Working Group

The Management Side spoke to Paper 3 which gave a report from the Management Side Chair on the progress being made by this group.

The Staff Side requested more meetings of this group and felt that progress had been 'slow' rather than 'good' and requested that this matter be progressed as a priority.

The Management Side advised that it agreed that this should be a priority but that other priorities had to be taken into account when scheduling meetings.

43/18 Promoted Post Matching Referral Process Update

The Management Side gave an oral update on the Promoted Post Job Matching Referrals process. It was acknowledged that this was a time consuming process which was nearing completion. Out of the 8 colleges which had submitted referrals, the process has now been concluded for 7 colleges with one outstanding which would be resolved shortly. There may be some matters requiring clarification for a few of the smaller colleges but these were being addressed.

A full report on the promoted post job matching exercise would be submitted to a future meeting of the NJNC.

Date of Next Meeting

The date of the next scheduled meeting was still to be agreed through the Joint Secretaries and is likely to be in September 2018.