

Draft Minute of the National Joint Negotiating Committee (NJNC) – Side Table (Lecturing) meeting held on Thursday 12 September 2024 (1000-1200), via Video Conference.

In Attendance	
Chris Boyce	Staff Side
Anne-Marie Harley	“ “
Eileen Imlah	“ “
Charlie Montgomery	“ “ (Chair)
Sue Clyne	Management Side
Ian Deed	“ “
Susan Elston	“ “
David Watt	“ “
David Belsey	Staff Side Joint Secretary (Acting)
Paula Dixon	Staff Side Joint Secretary (New)
Gavin Donoghue	Management Side Joint Secretary (Acting)
Michael Boyd	Working Groups Officer
Jillian Cheape	Secretariat
Catherine McCreath	Note Taker/Zoom Administrator

01/24 Welcome and Apologies

The Staff Side was in the Chair for this meeting. The Chair, CM, welcomed all to the meeting.

Apologies were noted from John Anderson and Chris O’Neil, Management Side and Karen MacKay, Staff Side.

The Staff Side introduced Paula Dixon as the future new interim Joint Secretary, taking over from Garry Ross. It was noted that David Belsey was acting as Joint Secretary for this meeting round.

It was noted that Chris O’Neil could not attend due to urgent matters at UHI Inverness, resulting in the meeting being recorded as non-quorate. The Management Side gave an undertaking to process all agreed outputs and on that basis the meeting proceeded.

02/24 Minutes of Previous Meeting

It was noted that the minutes are still outstanding with the Staff Side and agreed that these will be presented at the next scheduled Side Table meeting in December 2024.

It was agreed that all pay meeting minutes will be consolidated into a single global minute and that the College Employers Scotland (CES) Team is currently drafting this paper, and it will be presented to the next Side Table meeting in December 2024.

03/24 Implementation of Circulars 04/18 and 02/21

It was noted that, as part of the 2022/26 Pay Agreement, it was agreed to ensure full implementation of Circular 04/18 – Transfer to Permanency and Circular 02/21 – Lecturing Staff National Dispute Resolution which implements the agreed resolution to the national dispute raised by the EIS-FELA regarding the use of tutor/assessor/instructors, as agreed by the NJNC – Side Table (Lecturing) in June 2021.

The Staff Side suggested a Short Life Working Group be established to focus on the Circulars as a way forward.

It was agreed to establish a Short Life Working Group that will initially focus on Circular 04/18, after which the group will also review Circular 02/21. The group would be composed of Joint Secretaries plus two from each side.

04/24 Hybrid Working and Learning Practices Working Group

It was noted that progress on this working group has been delayed due to workload and other priorities for the EIS-FELA.

It was agreed that Eileen Imlah and Karen MacKay would recommence this work. It was noted that Michael Boyd, CES HR Policy Officer, would lead, if needed.

It was noted that the next meeting of the working group is scheduled for Thursday 7 November 2024.

05/24 Schedule of Meetings Academic Year 2024/25

The schedule of meetings for Academic Year 2024/25 was approved.

06/24 Date of Next Meeting

The next scheduled meeting is **Thursday 5 December 2024**.

Action Monitoring Log

Thursday 16 June 2022		
Action	Owner	Completion Date
Continue discussions on Draft Circular STL 01/22.	Joint Secretaries	
Thursday 30 March 2022		
Action	Owner	Completion Date
A response to circular 02/21 to be provided at a later date out with the meeting.	Staff Side	tbc
Continue discussions on multi-year pay offer.	Management Side & Staff Side	Complete
Further consideration on Transfer to Permanency Paper and any changes referred back for discussion at the next Side Table (Lecturing) meeting.	Joint Secretaries	Complete
Thursday 8 June 2023		
Action	Owner	Completion Date
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	Complete
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	Overtaken/Complete
Thursday 21 September 2023		
Action	Owner	Completion Date
Continue discussions on Transfer to Permanency offline and consider the feedback given.	Joint Secretaries	Complete
Continue discussions on the pay claim and consider a three-year option.	Management Side & Staff Side	Complete
Thursday 14 December 2023		
Action	Owner	Completion Date
Revisit the guidance around Transfer to Permanency and issue a communication to the sector.	Joint Secretaries	January 2024
Schedule a meeting of the Hybrid Working and Learning Practices Working Group.	Joint Secretaries	Complete/Overtaken
Thursday 28 March 2024		
Action	Owner	Completion Date
The Joint Secretaries to discuss and agree on a second dispute meeting on Deeming to take place after the Easter holidays.	Joint Secretaries	April 2024
Further discussions on the Pay Claim to take place offline between the Joint Secretaries in an attempt to break current impasse.	Joint Secretaries	Complete
The new Joint Secretaries to pick up and revisit the matter around Transfer to Permanency.	Joint Secretaries	Ongoing
A schedule of meetings be set up for the Hybrid Working and Learning Practices Working Group.	Michael Boyd/Eileen Imlah	In Progress by the Secretariat June 2024

Thursday 16 May 2024		
Action	Owner	Completion Date
Provide a response to the Staff Side's revised pay claim.	Management Side	Complete
Schedule a further NJNC – Side Table (Lecturing) pay meeting.	Joint Secretaries	Complete
Thursday 23 May 2024		
Action	Owner	Completion Date
The Management Side requested that a form of words relating to job security, which is acceptable, be provided by the Staff Side for consideration.	Staff Side	May 24
The Management Side to send the revised offer formally for the Staff Side to respond.	Management Side	Complete – May 24
Arrange an extraordinary CES meeting next week	Management Side	Complete
Arrange a NJNC – Side Table (Lecturing) meeting following an Extraordinary CES Meeting.	Joint Secretaries	Complete
Wednesday 29 May 2024		
Action	Owner	Completion Date
Reconvene the meeting and continue pay discussions on Friday 31 May 2024.	Management Side and Staff Side	Complete
Friday 31 May 2024		
Action	Owner	Completion Date
Arrange an extraordinary CES meeting next week.	Management Side	Complete
Arrange an NJNC – Side Table (Lecturing) meeting following an Extraordinary CES Meeting.	Joint Secretaries	Complete
Wednesday 5 June 2024		
Action	Owner	Completion Date
Arrange an NJNC – Side Table (Lecturing) meeting as soon as possible.	Joint Secretaries	Complete
Thursday 13 June 2024		
Action	Owner	Completion Date
Arrange an NJNC – Side Table (Lecturing) meeting as soon as possible.	Joint Secretaries	Complete – June 24
Tuesday 2 July 2024		
Action	Owner	Completion Date
Joint Secretaries to remain in contact over the summer to address any potential movement on pay discussions.	Joint Secretaries	Complete
Friday 9 August 2024		
Action	Owner	Completion Date
Arrange a joint meeting with the Scottish Government to discuss the ongoing pay dispute with EIS-FELA.	CES Team	Complete

Management Side requested sight of the letter from the EIS-FELA to the Scottish Government asking for additional funding.	Staff Side	Complete
Tuesday 3 September 2024		
Action	Owner	Completion Date
Review the 2022-26 Pay Agreement Circular.	Joint Secretaries	Complete – September 2024
Issue the 2022-26 Pay Agreement Circular to the sector.	Joint Secretaries	Complete – September 2024
Thursday 12 September 2024		
Action	Owner	Completion Date
Consolidate outstanding pay meeting minutes into a single global minute.	Joint Secretaries	Complete
Establish a Short Life Working Group to focus on Circulars 04/18 and 02/21.	Joint Secretaries	Complete
Recommence work on the Hybrid Working and Learning Practices Working Group.	Staff Side	November 2024