

## **Draft Global Minute of the meetings of the National Joint Negotiating Committee (NJNC) – Side Table (Lecturing)**

### **National Dispute Meetings – October 2023 – September 2024.**

This is the draft minute of the meetings of the NJNC – Side Table (Lecturing) pay dispute meetings held on the following dates:

- Wednesday 4 October 2023
- Wednesday 11 October 2023
- Wednesday 1 November 2023
- Thursday 9 November 2023
- Thursday 16 November 2023
- Thursday 30 November 2023
- Thursday 25 January 2024
- Thursday 14 March 2024
- Thursday 16 May 2024
- Thursday 23 May 2024
- Wednesday 29 May 2024
- Friday 31 May 2024
- Wednesday 5 June 2024
- Monday 10 June 2024
- Friday 21 June 2024
- Tuesday 2 July 2024
- Friday 9 August 2024
- Tuesday 3 September 2024

In addition to the pay dispute meetings above, the following meetings also included pay as an agenda item. Each of the meetings below have its own separate set of minutes:

- Monday 4 September 2023 – Pay Dispute
- Thursday 21 September 2023
- Thursday 28 September 2023 – Pay Dispute
- Thursday 14 December 2023
- Thursday 28 March 2024
- Thursday 13 June 2024.

All meetings held on the above dates were chaired by both the Management Side and the Staff Side in rotation.

### **Pay**

Both sides discussed their positions regarding pay at length. Several Staff Side pay claims and Management Side offers were considered. After lengthy and detailed negotiations, with movement from both sides, the NJNC Lecturing Staff Pay Agreement 2022-2026, attached as **Annex 1** to this minute, was agreed subject to ratification by both sides.

## National Joint Negotiating Committee (NJNC) Agreement on Pay

The undernoted is agreed by the NJNC – Side Table (Lecturing) as a National Collective Agreement of the NJNC:

### Pay

#### Year 1 – 1 September 2022 – 31 August 2023

A consolidated Pay Award of £2,000 for all unpromoted and promoted lecturer scale points, effective from 1<sup>st</sup> September 2022.

#### Year 2 – 1 September 2023 – 31 August 2024

A consolidated Pay Award of £1,500 for all unpromoted and promoted lecturer scale points, effective from 1<sup>st</sup> September 2023.

#### Year 3 – 1 September 2024 – 31 August 2025

A consolidated Pay Award of £1,500 for all unpromoted and promoted lecturer scale points, effective from 1<sup>st</sup> September 2024.

#### Year 4 – 1 September 2025 – 31 August 2026

Following a commitment from the Scottish Government, a consolidated Pay Award of 4.14% for all unpromoted and promoted lecturer scale points, effective from 1<sup>st</sup> September 2025.

### Pay Scales/Fixed Points

From 1<sup>st</sup> September 2022, 2023, 2024 and 2025 the **Lecturers' Pay Scale** will be:

National Scale Point	1 September 2021 £k	1 September 2022 £k	1 September 2023 £k	1 September 2024 £k	1 September 2025 £k
Point 1	35,170	37,170	38,670	40,170	41,833
Point 2	37,217	39,217	40,717	42,217	43,965
Point 3	39,264	41,264	42,764	44,264	46,097
Point 4	41,310	43,310	44,810	46,310	48,227
Point 5	43,357	45,357	46,857	48,357	50,359

From 1<sup>st</sup> September 2022, 2023, 2024 and 2025 the **Promoted Lecturer Fixed Points** will be:

<b>National Fixed Points</b>	<b>1 September 2021 £k</b>	<b>1 September 2022 £k</b>	<b>1 September 2023 £k</b>	<b>1 September 2024 £k</b>	<b>1 September 2025 £k</b>
<b>Fixed Point 1</b>	47,257	49,257	50,757	52,257	54,420
<b>Fixed Point 2</b>	50,394	52,394	53,894	55,394	57,687
<b>Fixed Point 3</b>	53,530	55,530	57,030	58,530	60,953

The Pay Award will be applied pro rata for part-time employees.

### **Job Security**

The National Joint Negotiating Committee recognises the financial pressures facing the college sector. Any compulsory redundancies will be as a last resort after all other options are exhausted and will not be related directly to this pay award.

### **Pay Deductions for Non-resulting**

Within ten days of this Agreement being ratified, all outstanding student results withheld as part of the dispute will be entered into the appropriate system. It is acknowledged that, some colleges made a local decision to deduct salary from lecturers' pay in response to their participation in the Action Short of Strike comprising the withholding of student results. While this was a local decision (on a matter outwith the scope of the National Recognition and Procedures Agreement), those colleges have agreed, on this occasion and as part of the pay offer, to make repayment of any such pay deductions, once all outstanding results are entered into the appropriate system.

### **Implementation of Circulars**

The management side is committed to ensuring the full implementation of Circulars 04/18 and 02/21 and will work closely with the EIS-FELA to do so by the end of the academic year.

Non-NRPA colleges are encouraged to shadow the agreement.

**30 August 2024**