



Minute of the National Joint Negotiating Committee (NJNC) – Side Table (Lecturing) meeting held on Thursday 5 December 2024 (1000-1200), via Video Conference.

In Attendance	
Liz Connolly	Management Side
Sue Clyne	“ “
Ian Deed	“ “
David Watt	“ “ (Chair)
Chris Boyce	Staff Side
Eileen Imlah	“ “
Charlie Montgomery	“ “
Paula Dixon	Staff Side Joint Secretary
John Anderson	Management Side Joint Secretary
Michael Boyd	Working Groups Officer
Jillian Cheape	Secretariat
Anne Davidson	Note Taker/Zoom Administrator

07/24 Welcome and Apologies

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

Apologies were noted from Angus Campbell, Management Side and Anne-Marie Harley and Karen MacKay, Staff Side.

08/24 Minutes of Previous Meeting

The minute of Thursday 12 September 2024 and the Global Minute covering October 2023 – September 2023 were agreed.

09/24 Circulars 04/18 and 02/21 Short Life Working Group (SLWG)

It was noted that Circular 04/18 – Transfer to Permanency and Circular 02/21 – Lecturing Staff National Dispute Resolution formed part of the recent Pay Agreement and there was an inherent requirement for these to be implemented.

The Management Side advised that work on implementing Circular 04/18 has commenced at the SLWG with Circular 02/21 to follow once the first workstream is concluded. At the SLWG on Thursday 21 November 2024, it discussed the Terms of Reference and the consideration of a consolidated circular encompassing Circulars 04/18 and 01/18, along with additional guidance. The draft circular was shared at the SLWG but due to technical issues with emails, the Staff Side had limited time to review during an adjournment. The Management Side noted that the draft circular was developed in accordance with historic dialogue between members of both sides. The Staff Side expressed concern at the SLWG meeting in relation to the updated circular and it was left with the Staff Side at that point for more detailed review.

The Staff Side advised that it remains unhappy with the combined circular and its view is that the Pay Agreement specified implementing Circular 04/18. Its view is that an agreement was reached that reminders were to be issued to the sector stating that Circular 04/18 must be fully implemented. It also stated that it viewed this situation as a backward step.

The Staff Side stated that any amendments to wording should only serve to strengthen the document rather than amend it, to prevent the possibility of the circular being circumvented. It also advised that there should be no exceptions to permanency and some colleges are actively trying to avoid making employees permanent members of staff.

The Management Side was not clear as to the concerns with the circular given there are no outstanding referrals and that it covered all circumstances that had associated concerns. It advised that if undertaking to issue a note to the sector that 04/18 should be fully implemented, would address the Staff Side's remaining concerns, then this is straightforward enough to do.

The Staff Side did not agree that there are no outstanding referrals. Its view is that what was agreed, is that a note was to go out to the sector advising that the circular was to be implemented in full, including all additional hours worked and no exceptions, as It believes certain colleges are breaching the circular.

The Management Side expressed its view that the conversation had become contradictory with the need to leave the circular in its current format being discussed but also the need for strengthening the wording.

The Staff Side requested an adjournment.

Adjournment

Following an adjournment, the Staff Side suggested reverting the discussion on Circular 04/18 back to the SLWG for further review and an output to be taken to the next Side Table meeting.

In relation to Circular 02/21, the Staff Side suggested work commences on this now rather than waiting on the work of 04/18 concluding. It was remitted to the Joint Secretaries to discuss this.

10/24 Hybrid Working and Learning Practices Working Group

It was noted that the last meeting of this working group was Wednesday 31 May 2023 where it was agreed the EIS-FELA would draft a document to be considered at a future meeting. The Side table was updated that the planned meetings for the start of the new Academic Year had been postponed following discussion between the Joint Secretaries and the Staff Side agreement to prioritise other work. It was noted that the next meeting of this working group is scheduled for Thursday 23 January 2025.

The Staff Side view is that there is other workstreams outstanding and suggested that a meeting should be arranged to agree on a clear schedule or workload priority. The Management Side agreed that a meeting to look at workload priority would be of value.

The Staff Side also requested that a copy of the hybrid working document be shared with the Staff Side Joint Secretary. This was agreed.

The Management Side agreed that a meeting to agree workload priority would be of value.

11/24 Date of Next Meeting

The next scheduled meeting is **Thursday 20 March 2025**.

Action Monitoring Log

Thursday 16 June 2022		
Action	Owner	Completion Date
Continue discussions on Draft Circular STL 01/22.	Joint Secretaries	Complete
Thursday 30 March 2022		
Action	Owner	Status & Completion Date
A response to circular 02/21 to be provided at a later date out with the meeting.	Staff Side	tbc
Thursday 14 December 2023		
Action	Owner	Status & Completion Date
Revisit the guidance around Transfer to Permanency and issue a communication to the sector.	Joint Secretaries	In Progress
Thursday 28 March 2024		
Action	Owner	Status & 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	Complete
The new Joint Secretaries to pick up and revisit the matter around Transfer to Permanency.	Joint Secretaries	In Progress
A schedule of meetings be set up for the Hybrid Working and Learning Practices Working Group.	Michael Boyd/Eileen Imlah	Complete
Thursday 23 May 2024		
Action	Owner	Status & 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	Complete May 24
Thursday 12 September 2024		
Action	Owner	Completion Date
Recommence work on the Hybrid Working and Learning Practices Working Group.	Staff Side	November 2024
Thursday 05 December 2024		
Action	Owner	Completion Date
Revert discussion on Circular 04/18 back to the Short Life Working Group for further review and take output to the next side table meeting.	Management Side/Staff Side	March 2024
Schedule a meeting to look at workload priorities.	Joint Secretaries	January 2024
Hybrid working document to be shared with the Staff Side Joint Secretary	Management Side	December 2024