

Approved minute of the meeting of the National Joint Negotiating Committee – Side Table Lecturers held on Thursday 19 March 2015 at 1030 hrs in Edinburgh College, Milton Road Campus.

In Attendance

John Kelly	EIS (Lecturers) Side
Penny Gower	“ “
Jim O’Donovan	“ “
Charlie Montgomery	“ “
Ian McKay	Management Side (Chair)
Audrey Cumberford	“ “
Judy Keir	“ “
David Belsey	Staff Side Secretary
John Gribben	Management Side Secretary

07/15 Welcome & Apologies

Apologies were noted from Janie McCusker, Rob Wallen, Donny Gluckstein

08/15 Minute of Previous Meeting

Management and Staff Side agreed the minute of 19th February 2015 as accurate

09 / 15 Matters Arising

The EIS queried when the Data Gathering group would meet, Management Side responded that following the request for raw data from the Staff Side, it was considered prudent that this be provided in advance of any further meeting being scheduled. It was confirmed that the raw data would be provided without delay.

The EIS stated it was concerned with reports that some colleges would refuse to sign the nRPA. The Management Side advised that while this is not envisaged, any discussion on future options would be premature.

10 / 15 Response to Pay Claim

The EIS asked for the Management Side’s response to the EIS Pay Claim. The Management Side responded that the process of seeking individual Colleges signing up to nRPA was not yet concluded. The next stage in the nRPA signing process lies with individual colleges – as the employers - across the sector. The Management Side stated it would not be possible to implement a binding a pay deal for 2015-16 without a signed nRPA. The EIS stated that it wished to obtain a pay deal which would then be implemented as soon as the nRPA was signed.

The Management Side stated that it believed that the cost of the pay claim would be in excess of £15m, as a conservative figure.

The Management Side stated that the Scottish Government have confirmed that there is no additional funding for a 15 /16 pay award, accordingly any award would need to be funded from existing resources.

The Management Side reported that recent changes to Student Grant funding and the new regulations on funding arrears meant that many colleges were setting deficit budgets. Initial soundings indicate that the sector is not able to fund the cost of the claim from existing resources.

The Management Side stated that funding the Lecturers' Side pay claim within the parameters outlined was near impossible, and that the sector was not in a position to make any pay offer based on the current pay claim of the Lecturers' Side and that 2015-16 should be considered as a "fallow year".

The Management Side did offer to make some progress on ensuring that the sector pays the Living Wage to all staff on 2015-16. The EIS noted that the Management Side had already advised the central NJNC that the Board of Colleges Scotland had resoundingly recommended that the college sector should support the living wage.

The Management Side stated that it understood the pressure that the situation would generate for Trade Unions but urged the EIS to look towards the longer term. The EIS asked for an adjournment.

Adjournment

The EIS set out they considered the response to be an effective offer of a pay freeze, and that it was unacceptable. The EIS stated that it believed that the sector could offer a pay uplift. The EIS cited the on-going use of Arms Lengths Trust by the sector.

The EIS noted that it believed that the Scottish Government have sufficient funding to support the pay claim and cited the recently disclosed Government under-spend figures for 2015-16. The EIS reported that it was going to campaign for improved FE sector funding and asked the Management Side if it would be willing to carry out joint lobbying to the Government. The Management Side responded that it may do but that it would need to be through Colleges Scotland.

The EIS requested a formal response to the pay offer in advance of their National Executive meeting on 20th March.

It was agreed that a response would be provided as requested, the Management side commented that it remains committed negotiate nationally for a 15 / 16 pay award, that it is constrained by affordability issues, and believes there is a better approach to be taken for the sector to work collectively in relation to pay.

To offer movement on the sectors general pay policy across both sides of the NJNC, it was proposed and to establish the living wage as the minimum level of pay across the sector. Management Side would also be amenable to counter proposals from the Lecturing Staff Side.

11/15 Date of Next Meeting

Requested for April 2015