

**Approved minute of the meeting of the National Joint Negotiating Committee – Side Table Lecturers held on Thursday 27 August 2015 at 1300 hrs in Glasgow City College.**

**In Attendance**

Donny Gluckstein	Staff Side
Jim O'Donovan	“ “
Charlie Montgomery	“ “ (Chair)
Keith McKellar	Management Side (Chair)
Susan Bald	“ “
Judy Keir	“ “
Audrey Cumberford	“ “
David Belsey	Staff Side Secretary
John Gribben	Management Side Secretary

**11/15 Welcome and Apologies**

Apologies from, Liz McIntyre, Rob Wallen, Pam Currie

**12 / 15 Minutes**

The minutes of 21 May 2015 were approved.

**13 / 15 Matters Arising**

No matters

**14 / 15 Response to Pay Offer**

The Staff Side referred to its written submission to the Management Side regarding the Pay Offer and stated that they had considered the Pay Offer made and advised that this was not an acceptable offer; accordingly the offer provided had been rejected.

The Staff Side explained the reasons for the rejection; insufficient pay uplift, unconsolidated nature of the pay uplift, % offer rather than a flat rated offer, no harmonisation – indeed the pay offer would lead to further divergence in pay across the sector and the linkage of pay and conditions of service in future pay negotiations as a condition of the offer.

The staff Side set out its willingness to work with the Management Side to review future workforce requirements within a joint process with shared data.

The Staff Side stated that it remained open to further negotiation.

The Staff Side restated its pay claim. In recognising that the claim is aspirational, it was established that if the harmonisation element of the claim was set aside, the average pay claim across the sector for 2015/16 for Lecturing Staff would be 3.7% based on a RPI of 2.7%.

The Staff Side set out that any offer made would only be considered acceptable if it was consolidated and flat rated to ensure that academic salaries did not widen in cash terms. The Staff Side explained that the pay claim included a harmonisation element which was made up of a payment to the top of the un promoted lecturer' salary scale at the highest paying college, plus an uplift of RPI plus 1% (which was calculated at the meeting to be 3.7%) of the harmonised salary. The Employers Side stated that the pay claim equated to an average increase across the sector of around 13.7 %, the Staff Side did not dispute the statement.

Staff side set out that it sought an improved offer from the Management Side at the next Side Table (Lecturers) meeting.

Management Side advised that the points raised would be considered and responded to at the next NJNC STL in mid/late September, at which point the Management Side expected and hoped to make an improved offer.

**Date of Next Meeting**

24 September 2015