

Approved Minute of the meeting of the National Joint Negotiating Committee – Side Table Lecturers held on Thursday 16 June at 13:00 hrs in EIS, Moray Place, Edinburgh.

In Attendance

Charlie Montgomery	Staff Side (Chair)
John Kelly	“ “
Jim O’Donovan	“ “
Pam Currie	“ “
Donnie Gluckstein	“ “
Ian McKay	Management Side (Chair)
Margaret Cook	“ “
David Alexander	“ “
Carol Scott	“ “
John Gribben	Management Side Secretary
David Belsey	Staff Side Secretary

16/16 Welcome and Apologies

The Staff Side Chair welcomed all to the meeting. Given new negotiators on the Management Side full introductions were made. Apologies were noted from Penny Gower.

17/16 Minutes

Joint Secretaries confirmed a draft minutes had been prepared, and these would be presented at the next NJNC Side Table Lecturers for consideration. It was agreed that the meeting should be considered as a continuation of the previous NJNC Side Table Lecturers meetings.

18/16 Roadmap

The Secretaries had exchanged amended roadmaps since the previous week’s meetings. No agreement had been possible before the start of the meeting.

The EIS Side stated that only matters either specified by the NRPA or that are agreed by both Sides can be dealt with at the NJNC. The Staff Side stated that the NRPA is in effect the NJNC’s Constitution and all negotiations, Agreements etc must comply with that document.

Management Side setting their position that the Pay Agreement’s Workforce for the Future is holistic, and there are no no-go areas. Furthermore, that the Pay Agreement implies an agreement by both Sides to go beyond the terms NRPA.

The EIS Side stated it would agree for some areas not specified on the NRPA to be dealt with at the NJNC but that job evaluation, professional standards, teaching standard evaluation or performance related pay were not such areas. The Management Side responded by saying that it believed that all aspects of its original roadmap, including job evaluation was required to complete the Workforce of the Future.

A long discussion followed, which included several adjournments. Both Sides confirmed their commitment to deliver on the Pay Agreement in full and agreed the following roadmap.

Both Sides agreed to try and meet the following week, and for meetings take place through August. The meeting closed at 6.20pm

NJNC Side Table Lecturers Roadmap

It is agreed by both Sides that the component parts included on the roadmap are not exhaustive. Both Sides agree to enter into and conduct negotiations in good faith.

	Review of Future Workforce Requirements	
Implementation Dates	Pay	To jointly develop an agreement for a harmonised workforce for the future
June 2016	Develop National Pay Scales College Roles and Descriptions	Review of Future Workforce Requirements and develop a common set of terms and conditions for teaching staff by October 2016
August 2016	Placement and Progression for Migration, Migration to National Pay Scales	
October 2016		
April 2017	25% of pay harmonisation	
April 2018	Further 25% of pay harmonisation	
April 2019	Complete pay harmonisation	