

Approved Minute of meeting of the National Joint Negotiating Committee – Side Table Lecturers, held on Thursday 15 September 2016 (1300) at EIS, Moray Place, Edinburgh.

In Attendance

Charlie Montgomery	Staff Side (Chair)
Pam Currie	Staff Side
Donnie Gluckstein	Staff Side
Penny Gower	Staff Side
John Kelly	Staff Side
Jim O'Donovan	Staff Side
Margaret Cook	Management Side (Chair)
David Alexander	Management Side
Ian McKay	Management Side
Paul Little	Management Side
Carol Scott	Management Side
Shona Struthers	Observer
John Gribben	Management Side Secretary
David Belsey	Staff Side Secretary

27/16 Welcome and Apologies

The Management Side Chair welcomed all to the meeting

28/16 Minutes of Previous Meeting

The Staff Side raised concern at the late presentation of papers, it was agreed that in future the NJNC protocols would be observed.

29/16 Matters Arising

There was broad discussion on minutes reflecting decisions and outcomes of the NJNC, and not requiring to being a verbatim account of the meeting.

Reflecting on discussions from the previous meeting, the Management Side advised that in the event of a dispute arising, and remaining unresolved, either from the NRPA or NJNC agreements, the Staff Side could refer the matter to the legal system for resolution.

30/16 Responding to the Management Side Paper

The Staff Side had previously submitted a written response to the paper issued by the Management Side in the last meeting. The Staff Side summarised its response as not covering all the areas within the NJNC Agreement (eg the exclusion of promoted staff), containing areas outside the scope of the NRPA, and that the proposed migration would fail to meet equality standards.

Management Side set out its belief that section 5 of the NJNC Agreement was significantly broad enough to include all areas, with all final agreements requiring an EQIA. It appeared to the Management Side that there has to be a greater understanding of costs associated to the Agreement.

It was agreed that the data being used to progress either Sides position should be shared in order that a common understanding could be obtained on the facts and figures being utilised, primarily to establish accurate data.

Adjournment

31/16 Workforce for the Future

Staff Side reminded the Management Side that the NJNC is a negotiation body, and the use of presentations, shared just before the meeting, is not an appropriate method of negotiation. The Management Side set out that it was seeking to engage meaningfully, and build a dialog on the "Workforce for the Future".

Following a number of adjournments, the following positions were outlined:

- The Staff Side stated that it had not the time to consider the tabled presentation and that the following views were preliminary. The Staff Side stated that the Management Side presentation illustrated how the Management Side seemed to ignore all Staff Side submissions as it contained a number of elements outside the scope of the NRPA, and to which the Staff Side would not agree – such as job evaluation, performance management & appraisal, qualification bars. The Staff Side also stated the Management Side's proposals for an entirely remodelled workforce was too ambitious and that the proposed remodelled workforce did not follow from the NJNC Agreement which referred to 'harmonisation' and a 'Review of the Workforce for the Future'
- The Management Side considered that there needs to be greater positive engagement, in what is a complex process, requiring significant workforce change, and this is not exclusive to pay, or harmonisation to the best of the best. The Management Side restated its belief that the terms of the Agreement, particularly section 5 provided for "a review of future workforce requirements".

It was acknowledged by both Sides that there is a significant difference between them on the interpretation of the March NJNC Agreement and how this should be progressed.

It was then agreed to proceed with the work streams as set out in the Roadmap agreed in June. This would result in the creation of two Short Life Working Groups which would last until the next NJNC STL meeting on 27 October, and report to that meeting.

To effectively progress these work streams, the EIS requested sufficient facilities time be provided in line with the previous request of 6 hours per week per lay representative and 3 hours per week for substitutes and in line with the extra funding on remission provided by the SFC. Management Side advised that this request would be addressed with urgency.

32/16 Date of Next Meeting

It was agreed to meet on 27th October 2016.