

Approved Minute of meeting of the National Joint Negotiating Committee (NJNC) – Side Table Lecturers, held on Thursday 16 February 2017 (1330) at City of Glasgow College, City Campus.

<b>In Attendance</b>	
Margaret Cook	Management Side (Chair)
David Alexander	“ “
Paul Little	“ “
Ian McKay	
Carol Scott	“ “
Stephanie Graham	“ “ (Observer)
Pam Currie	Staff Side
John Kelly	
Charlie Montgomery	“ “
Jim O’Donovan	“ “
David Belsey	Staff Side Secretary
John Gribben	Management Side Secretary

### **05/17 Welcome and Apologies**

The Management Side Chair welcomed all to the meeting.

### **06/17 Minutes of Previous Meeting**

Amendments to the minute were proposed, these will be addressed by the Joint Secretaries and returned to the next NJNC for final agreement.

### **06/17 Matters Arising**

None.

### **08/17 Dispute**

Staff Side set out its dispute of a failure to agree the implementation of the NJNC March 2016 Agreement and that it considered this to be the first of two dispute meetings.

The Management Side sought clarity as to what resolution the Staff Side were seeking, to which the response was the implementation of the March 2016 Agreement.

Management Side proposed that the NJNC STL meeting continues to reach that resolution.

Both Sides restated their respective positions which was noted had not altered during the preceding 12 Months:

- Staff Side consider it to be a pay agreement with no co-dependency on terms and conditions.
- Management Side consider it to be a total package with pay and conditions inextricably linked.

## 09/17 Employers Proposals on Core Terms and Conditions

The EIS thanked Management Side for forwarding proposals in advance of the meeting, Staff Side encouraged the Management Side to review the “terms of Agreement” as they believe there is no co-dependency, or agreement that implementing the Agreement would be self-funding, a concept that they would be wholly opposed too.

Along with the Management Side proposals on Salary Placement and Progression, Working Hours, Salary Conservation, Annual Leave Entitlement, and promoted Lecturers Job Sizing and Matching, the EIS also wished to discuss transfer to permanency which they considered as equally important.

With regard to the core conditions set out in the Management Side paper, the EIS provided a verbal response to all points. In response Salary Placement and Progression, (aka a professional gateway or as a salary bar) the EIS provided an alternative proposal.

The Management Side thanked the EIS for their response and stated that further compromise would be required from both sides.

Following a succession of **adjournments**, while the EIS would have preferred an agreed outcome on the day, the next steps were agreed:

To meet on Thursday 2 March 2017 for the second dispute meeting and a further NJNC Side Table (Lecturing) meeting. We will consider in more detail, the following:

- Working Hours
- Annual leave
- Salary Conservation
- Transfer to permanency.

Both Sides set out their intention to reach a negotiated settlement on these four key terms and conditions on Thursday 2 March 2017.

To create a Technical Working Group to consider:

1. Professional Gateway (salary bar).
2. Job Matching for promoted lecturers.

This group will meet on the afternoon of Thursday 23 February 2017, then again all day on Friday 24 February 2017. The output of this Group will be considered at the same NJNC meeting on Thursday 2 March 2017, again with a view to reaching a negotiated settlement.

**END**