

Approved Minute of the meeting of the National Joint Negotiating Committee – Side Table Lecturers held on Thursday 3 March 2016 at 13.00 hrs in City of Glasgow College adjourned and reconvened 18 March 2016 in Colleges Scotland Stirling.

In Attendance 3 March 2016

Charlie Montgomery	Staff Side (Chair)
Jim O'Donovan	“ “
John Kelly	“ “
Penny Gower	“ “
Ian McKay	Management Side (Chair)
Margaret Munkton	“ “
Judy Keir	“ “
Audrey Cumberford	
Liz McIntyre	
David Belsey	Staff Side Secretary
John Gribben	Management Side Secretary

In Attendance 18 March 2016

Charlie Montgomery	Staff Side (Chair)
Jim O'Donovan	“ “
John Kelly	“ “
Pam Currie	“ “
Ian McKay	Management Side (Chair)
Judy Keir	“ “
Audrey Cumberford	“ “
Liz McIntyre	“ “
David Belsey	Staff Side Secretary
John Gribben	Management Side Secretary

01/16 Welcome and Apologies

The Staff Side Chair welcomed all to the meeting.

Shona Struthers, Chief Executive Colleges Scotland was welcomed as an observer

At the reconvened meeting of 18 March Judy Keir was in attendance for part, G Ross & E Imlah (EIS) were welcomed as observers for part of the meeting

02/16 Minutes

The minute of 17 December 2015 was agreed.

03/16 Matters Arising

None

04/16 Response to Pay Offer

Following extensive negotiations exceeding 15 hours, inclusive of a number of adjournments, the Management Side and the EIS agreed at the NJNC a pay agreement for 2015-17. It was agreed that the EIS would **recommend** the agreement to its membership before ratifying the NJNC pay agreement. The EIS agreed to suspend the industrial action whilst its members considered the NJNC pay agreement.

The NJNC agreement reached will be binding once ratified by the EIS membership and is as follows:

Terms of Agreement

The offer is with effect from April 2015.

1. To extend this settlement period to cover 2 years inclusive of 2015/2016.
2. To recognise that 1% / £300 whichever is the greater is an interim payment.
3. That in addition to the above, there will be a further flat-rated element of £100 paid in April 2016.
4. That this offer provides for a flat-rated pay uplift for 2016/2017 of £450.
5. To jointly develop a roadmap towards a harmonised workforce for the future, to include the following elements:
 - a. agreed settlement dates over a 3 year period, commencing April 2017, with agreed annual milestones in each subsequent year, built on an agreed principle of no detriment on pay;
 - b. a review of future workforce requirements within a joint process with shared data;
 - c. to agree the roadmap by end of May 2016;
 - d. the top of the un-promoted salary scale is currently £39,086. It is agreed that from 1st April 2016 this figure will be £40,026. This figure will become the top point of the new national pay scale for un-promoted lecturers. This will be the starting point for the development of this pay scale and associated migration plan;
 - e. the EIS and Management Side will also immediately develop a common set of terms and conditions for all teaching staff by October 2016 or the earliest possible date;
 - f. the whole agreement will be subject to an equality impact assessment.
 - g. there shall be no deduction made for strike action that took place on Thursday 17 March 2016.

Implementation dates on National Pay Scales

Dates	
Develop National Pay Scales	May 2016
Migration	August 2016
1 April 2017	25%
1 April 2018	50%
1 April 2019	100%

Signature:

Date of next meeting - Scheduled for 21 April 2016