

## Side Table Lecturers – DRAFT Minute Friday 24 March 2017

Approved Minute of meeting of the National Joint Negotiating Committee (NJNC) – Side Table Lecturers, held on Friday 24 March 2017 (1015) at City of Glasgow College, City Campus.

<b>In Attendance</b>	
Charlie Montgomery	Staff Side (Chair)
Pam Currie	“ “
Ann Keenan	“ “ (Observer)
John Kelly	“ “
Jim O’Donovan	“ “
Margaret Cook	Management Side (Chair)
David Alexander	“ “
Paul Little	“ “ (From 1200)
Carol Scott	“ “
Audrey Cumberland	“ “ (Observer)
Stuart Thompson	“ “
David Belsey	Staff Side Secretary
John Gribben	Management Side Secretary

### 21/17 Welcome and Apologies

The Staff Side Chair welcomed all to the meeting.

### 22/17 Minutes of Previous Meeting

The Minutes of Thursday 16 March 2017 were agreed.

### 23/17 Matters Arising

None

### 24/17 Dispute.

In line with the NRPA, this was an agreed fourth Dispute meeting, the EIS were invited to set out their dispute.

The Staff Side set out its dispute had not been resolved as there had been no undertaking to pay the agreed increase in April 2017. Staff Side confirmed it had issued a Notice of Statutory Ballot, that it was moving on a twin track to seek to resolve matters by negotiation, however should this not be successful, there was a determination to pursue industrial action due to failure make the April 2017 payment as set out in the Agreement.

The Management Side advised that it remained keen to resolve the dispute, however as previously set out, pay and conditions are inextricably linked, and at this stage, payment is banked subject to agreement being reached on conditions.

There was general discussion at the prospect of involving the services of ACAS at the appropriate juncture, this was not ruled out by either Side.

## **25/17 Implementation of March 2016 NJNC Agreement**

The Staff Side invited the Management Side to present proposals.

The Management Side sought to identify the areas that remained outstanding.

### **Adjournment**

The Staff Side indicated that they were content with the Management Side proposals on permanency, if local arrangements stayed in place until 2019.

The Management Side advised that the practicalities, and detail of all matters would require to be codified, to ensure there was absolute clarity on all aspects of implementation. With regard to permanency, it would be content for local arrangements to remain in place until April 2019.

The Management Side reminded the NJNC, that the whole Agreement was subject to an Equality Impact Assessment.

It was agreed by both sides that the key conditions of service remaining outstanding are

- Working Hours
- Annual Leave
- Salary Conservation

The EIS provided alternative proposals on working hours.

### **Adjournment**

Management Side presented its proposals.

A general discussion ensued, with key positions as follows:

The EIS challenged the accuracy of the Management Side's supplementary paper tabled on working hours. The EIS believed the Management Side proposals would do nothing to improve quality in teaching and learning, and takes no real cognisance of workload or stress.

The Management Side considered their proposal to be the norm within the sector, with the EIS position being unrealistic and far from the norm. In addition, the EIS proposals would add significantly to the number of employees required to deliver. Management Side set out that it could not accept the EIS position

The negotiation position was summarised as follows:

- EIS – 21 hours plus 3, with annual hours of 840.
- Management Side – 24 hours plus 2, with annual hours of 880.

Both Sides' acknowledged respective movement, and that the previously shared and discussed principles of Workforce for the Future remained a shared vision.

### **Adjournment**

#### **Discussion on Annual Leave**

The Staff Side considered their paper on *Annual Leave* from 2 March 2017 offers additional flexibility, and given the Management Side had confirmed saving money was not the reason for reduced holidays, the EIS was keen to gain a better understanding of the Employers' rationale.

The Management Side set out their proposals would create additional space and time required to support delivery and reminded the EIS of what was on offer; effectively twice the statutory minimum number of annual leave entitlement.

The EIS remained concerned at the employers' proposals, citing issues over workload and stress, and that in order to deliver the high-quality learning that all were signed up to, a reasonable work life balance was required.

The Management Side reminded the EIS their request was about increasing holidays for almost every lecturer in the sector, that the request was outside the norms in the sector, and reminded the EIS that lecturers will receive an average increase of 9%, (a figure the EIS disputed).

## **Adjournment**

### **Discussion on Salary Conservation**

It was established that neither Side were moving from their previously stated position. The Management Side stated that that an agreed new national contract could supersede TUPE protection. This was challenged by the EIS.

The EIS stated that it had significantly moved its position from lifetime conservation for new arrangements but it was not in the business of negotiating anything that would adversely affect members' current conservation arrangements.

The Management Side reminded the EIS that this was about going forward, developing a new contract therefore the EIS negotiation position was not sustainable.

## **Adjournment**

A further meeting would be held on Thursday 30 March 2017, to consider the three outstanding issues, this will be a Technical Group and will not be able to reach agreement.

A NJNC Side Table Lecturing Staff meeting will be held on Thursday 6 April 2017, venue to be confirmed by the Joint Secretaries.

END