

Approved Minute of the meeting of the National Joint Negotiating Committee – Side Table Lecturers held on Thursday 17 December at 10.30 hrs in City of Glasgow College

In Attendance

Pam Currie	Staff Side
Jim O'Donovan	“ “
John Kelly	“ “
Keith McKellar	Management Side (Chair)
Margaret Munkton	“ “
Judy Keir	“ “
David Belsey	Staff Side Secretary
John Gribben	Management Side Secretary

24/15 Welcome and Apologies

The Management Side Chair welcomed all to the meeting.

Apologies were noted from Charlie Montgomery, Susan Bald, Liz McIntyre, Audrey Cumberland, Rob Wallen, Ian McKay

25/15 Minutes

The minute of 19 November 2015 was agreed.

26/15 Matters Arising

None

27/15 Response to Pay Offer

The Staff Side stated that it believed the last meeting had shown signs of progress, and it was keen to continue in that spirit, Staff Side welcomed the commitment to harmonisation which it considered positive.

With agreement, the Staff Side tabled a paper on the result of its indicative ballot, the Staff Side emphasised:

- It is clear their membership is prepared to take action
- There is an overwhelming mandate for industrial action if there is no progress – over 90% in favour of industrial action
- The EIS Executive meets on 8th January 2016, with a view to authorising a statutory ballot on the national pay claim
- The Staff Side negotiators are keen to resolve the issue and avoid industrial action
- The Staff Side negotiators are seeking a commitment to improve the offer, inclusive of a road map to delivering equal pay.

The Staff Side expressed its disappointment that it was placed in this position, and that it considered industrial action as a last resort.

Adjournment

The Management Side responded that it was also disappointed and saddened to arrive at this position, the Management Side emphasised:

- It is committed to standardisation, but 2015/16 should be seen as a transitional year
- There is no more money available to improve the current reasonable offer
- Without additional financial resources from Scottish Government for the specific purposes of an increased pay offer, the offer made is full and final
- The Management Side will commit to taking the outcome of the indicative ballot to Scottish Government

The Staff Side supported the Management Side's proposal to write to the Scottish Government to try and avert strike action. The Staff Side set out that it now had a full mandate for national industrial action, and while they would prefer that not to happen, it appears inevitable in the circumstances.

The Management Side undertook to approach the Government and provided a commitment to share responses with the Staff Side.

The Staff Side confirmed its willingness to meet again before the next scheduled NJNC on 21 January 2016 and advised the Management Side that:

- It believes the sector has sufficient funding to improve the offer, and it does not accept the premise that the Management Side need to approach government to secure funding for an improved offer
- It recognises harmonisation cannot be achieved overnight, and sought a "road map" in incremental harmonisation for the years following 2015-16 and would not want to be misrepresented on this point
- It also requires a flat rated offer for all lecturing staff to prevent further pay divergence
- It is on a timetable to move to a statutory ballot for industrial action

Both Sides agreed to consider a tripartite structure for the NJNC to include the Government, and this would be explored at the next NJNC

Both Sides agreed to consider all meaningful options to avoid industrial action, with the Staff Side advising in light of reports of a management team awarding itself an increase of 5.5%, only cash can resolve this issue not words.