



Approved National Joint Negotiating Committee (NJNC) – Side Table Lecturers Minutes

Thursday 20 April 2017

City of Glasgow College

Attendees – tbc

Thursday 20 April 2017

Draft Minute of meeting of the NJNC – Side Table (Lecturers), held on Thursday 20 April 2017 at Colleges Scotland, Stirling.

32/17 Welcome and Apologies

The Staff Side Chair welcomed all to the meeting.

33/17 Minutes of Previous Meeting

With minor amendment, the minute of Thursday 8 April 2017 was agreed.

34/17 Matters Arising

Response to the EIS pay claim as this is not on the agreed agenda.

The Management Side advised a response had been provided at the NJNC on 6 April 2017 and confirmed the pay claim would be considered at the next Employers' Association meeting of Monday 8 May 2017.

The EIS expressed disappointment that no formal response or pay offer had been provided. As annual 'cost of living' pay increases were not unique occupational terms, the Employers indicated that this could be a matter to be dealt with at the Central Committee. The EIS response stated that no decision or request had been made to the EIS for pay to be considered at the NJNC Central Committee.

The EIS further indicated they had seven seats at the NJNC with Support Staff having five, therefore there would be no majority view for any type of discussion for pay at the Central Committee. The EIS advised respective trade unions provided pay claims to their respective Side Tables, therefore so should any response.

The EIS reiterated their surprise that the Employers are seeking to unilaterally move pay to the Central Committee.

The Management Side suggested that the matter should be considered by the collective trade unions as it had been raised by the Support Staff. The Management Side confirmed they would be responding to the pay claim in May.

The EIS asked if any claim would be backdated to April 2017, the Management Side confirmed it would be.

35/17 Dispute

In line with the National Recognition and Procedures Agreement (NRPA), it was agreed that this meeting should be considered as a sixth dispute meeting.

The Management Side confirmed their position had not changed since the last meeting, and again reiterated its offer to engage the services of ACAS, with a view to breaking the deadlock. The Management Side sought the EIS response to the offer of ACAS made at the previous NJNC.

The EIS advised they were happy to engage the services of ACAS on the understanding there would be no preconditions attached.

The Management Side set out its disappointment that strikes would continue considering the agreement to engage ACAS.

It was agreed the Joint Secretaries would seek to facilitate a meeting with ACAS in advance of the planned strike action.

The EIS expressed disappointment that the offer of ACAS talks came after the ballot results for strike action, suggesting the Management Side are not taking this seriously. The Management Side pointed out it is incumbent on both sides to seek resolution through the agreed mechanisms of the NRPA and no offer of ACAS had been made by the EIS. In addition, the offer of ACAS was made on 6 April 2017, with no response from the EIS until today.

The EIS said they had met the Minister who indicated the money to pay for harmonisation had been banked, therefore this was being withheld by the Employers who now want to add a new thing that there will be no money without agreement on conditions, the EIS believed people will be stunned the Employers are refusing to implement.

The Management Side set out it was disappointed the EIS could consider they were anything less than serious, adding that the link between pay and conditions of service was not a new thing, they are inextricably linked and this position will not change.

The Management Side reminded the EIS that since the Agreement was signed there had been a fundamental difference on its interpretation between both sides. The Minister and the Scottish Government are aware of the cost, but also supportive of the Employers position of pay and conditions being inextricably linked.

The Management Side confirmed money to harmonise could be considered as 'banked' as stated by the Minister, however this could only be when an agreement is signed, and there needs to be crystal clarity on what agreement means.

The EIS confirmed they agree with the requirement on clarity.

The EIS read a letter from the Management Side Secretary of 20 March 2017 and stated it included factual errors.

The Management Side advised the letter issued on 20 March 2017 has not been responded to and is not on the Agenda.

END

NJNC – Side Table Lecturers negotiations took place on the following dates:

- Tuesday 2 May 2017
- Wednesday 3 May 2017
- Thursday 4 May 2017
- Friday 5 May 2017
- Tuesday 9 May 2017
- Wednesday 10 May 2017
- Tuesday 11 May 2017
- Wednesday 12 May 2017

During these meetings both Side extensively explored each Sides respective positions. Negotiations continued, with both Sides making extensive proposals and counter proposals on the outstanding areas with no agreement or final position reached.

NJNC – Side Table Lecturers negotiations Monday 15 May 2017

This session was facilitated by John Sturrock QC, the independent mediator arranged by the Deputy First Minister John Swinney to seek a resolution.

NJNC – Side Table Lecturers negotiations Tuesday 16 and Wednesday 17 May 2017

Discussion continued through the more informal channel of the previously successful medium of a focused SLWG, the focus was on class contact, duties and establishing sector norms. The output of these groups was supported by the NJNC although no agreement or final position was reached.

NJNC – Side Table Lecturers negotiations Thursday 18 May 2017 and Friday 19 May 2017

These sessions were facilitated by John Sturrock QC, the independent mediator arranged by the Deputy First Minister John Swinney.

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Thursday 19 May 2017 at City of Glasgow College

Draft Minute of meeting of the NJNC – Side Table (Lecturers), held on Thursday 19 May 2017 at Colleges Scotland, Stirling.

Present:

David Alexander
Annette Bruton
Audrey Cumberford
John Gribben
Paul Little
Ian McKay
Shona Struthers (Observer)
David Belsey
Pam Currie
Larry Flanagan (Observer)
Anne Keenan (Observer)
John Kelly
Charlie Montgomery
Jim O Donovan

John Sturrock (Observer)

36/17 Welcome and Apologies

This session was chaired by Ian MacKay of the Employers Side.

37/17 May 2017 NJNC Agreement

The agreed output, (the Agreement) from this NJNC is set out below:

NJNC Agreement – Friday 19th May 2017

The undernoted are agreed by both sides of the NJNC Side Table Lecturers, subject to reporting and ratification by their respective constituencies. Both sides agree to recommend acceptance of this Agreement to their respective constituencies.

The EIS agrees to immediately suspend the current industrial action relating to the March 2016 NJNC Agreement.

The Management side agrees to immediately implement the pay elements of section 5 of the March 2016 NJNC Agreement.

This NJNC Agreement gives effect to all NJNC agreements in principle on pay migration and harmonisation as agreed at the NJNC meeting on 15 December 2016.

This NJNC Agreement further gives effect to all NJNC agreements in principle on terms and conditions as agreed at the NJNC meeting on 16 March 2017.

Agreed changes to Terms and Conditions will take effect from 1 August 2017.

Both sides acknowledge that some elements remain to be jointly finalised, however, these elements do not affect the implementation of this Agreement as set out above. This will be completed by 1 June 2017.

Terms and Conditions		Staff in post at 31 July 2017	New Employees from 1 August 2017
Salary Conservation*		Where a member of staff is currently in receipt of existing local salary conservation arrangements these will be retained.	To be agreed Management position – 3 years cash conservation EIS position – 6 years cash conservation
Annual Leave	Unpromoted Lecturers*	Retain existing local terms. (No Detriment)	To be agreed Management position - 60 days per annum EIS position – 63 days per annum
	Promoted Lecturers*	Retain existing local terms. (No Detriment)	To be agreed: Management position: <ul style="list-style-type: none"> • Level 1 - 60 days per annum. • Level 2 - 55 days per annum. • Level 3 - 50 days per annum. EIS position – no differential (63 days)
Class Contact	Unpromoted Lecturers	Retain existing local terms (no detriment) OR migrate to 23 hours plus 1 hours (maximum of 8 hours within any 12 consecutive teaching week period), with annual hours of 860, from 1 August 2017	23 hours plus 1 hours (maximum of 8 hours within any 12 consecutive teaching week period), with annual hours of 860
	Promoted Lecturers	<ul style="list-style-type: none"> • Level 2 - Up to 12 hours per week. • Level 3 - Up to 9 hours per week. (Note – from 1 August 2017 or date of appointment through matching process if differs)	To be agreed Management position: <ul style="list-style-type: none"> • Level 1 - Up to 18 hours per week. EIS position: <ul style="list-style-type: none"> • Level 1 - Up to 15 hours per week.

Note:

* Any voluntary contractual move to (another post) and or college/employer means that existing local arrangements would cease. [wording to be agreed]"

NJNC – Side Table Lecturers Negotiations Wednesday 24 May 2017

Discussions continued with both Sides exploring how to progress with pace, and turn the purple aspects of the May 2017 Agreement to black. No agreement or final position was reached.

NJNC – Side Table Lecturers Negotiations Thursday 25 May 2017

This session was facilitated by John Sturrock QC, the independent mediator arranged by the Deputy First Minister John Swinney.

No agreement was reached on the aspects of the May 2017 Agreement in purple, with the EIS expressing disappointment.

NJNC – Side Table Lecturers Negotiations Thursday 1 June 2017

There was a broad discussion and a desire expressed by both sides to turn the purple aspects of the May 2017 Agreement to black. No agreement or final position was reached.

NJNC – Side Table Lecturers Negotiations Thursday 8 June 2017

This session was initially facilitated by John Sturrock QC, the independent mediator arranged by the Deputy First Minister John Swinney, again no agreement or final position was reached on the outstanding elements of the May 2017 Agreement.

END