

Approved minute of the meeting of the National Joint Negotiating Committee (NJNC) – Side Table (Lecturers) held on Thursday 5 October 2017 at 1230 at City of Glasgow College, City Campus, Glasgow.

In Attendance	
Charlie Montgomery	Staff Side (Chair)
David Belsey	“ “ (Observer)
Pam Currie	“ “
John Kelly	“ “
Jim O’Donovan	“ “
Alex Linkston	Management Side
Jillian Cheape	“ “ (Observer)
Andy Lawson	“ “
Paul Little	“ “
Stuart Thompson	“ “
Shona Struthers	“ “ (Observer)
John Gribben	Management Side Secretary
Anne Keenan	Staff Side Secretary

38/17 Welcome and Apologies

The Staff Side Chair welcomed all to the meeting. Apologies were received from David Alexander.

The Chair welcomed the observers to the meeting, acknowledging that David Belsey would be stepping down as Staff Side Joint Secretary, with Anne Keenan now taking that role.

The NJNC thanked David for his contribution, wished him well in his new role, and welcomed Anne to her new role.

39/17 Minutes of Previous Meeting

The minutes of NJNC meetings between 20th April – 8th June 2017 were agreed. It was noted the minutes were condensed, with the key component being the May 2017 Agreement.

40/17 Matters Arising

There were no matters arising.

41/17 NJNC Governance Issues – EIS Dispute & Notice of Statutory Ballot

The Staff Side set out that it remained in dispute, as set out at the NJNC on 16th February 2017, and that industrial action was only suspended pending the resolution of that dispute. The Management Side thanked the Staff Side for its clarification.

42/17 NJNC Governance Issues – Scottish Government ‘Lessons Learned’ Exercise

The draft actions note of the recent ‘Lessons Learned’ exercise was shared with the NJNC. It was acknowledged that this exercise was not yet concluded, with many actions outstanding including:

- addressing colleges who are not yet signatories to the NRPA
- the provision of adequate facility time
- EIS statement that classes are not being covered when EIS representatives attend NJNC meetings.

The Staff Side advised that it had written to principals regarding facility time and agreed to share that correspondence with the Management Side. The Management Side advised that it was working on a paper on facility time and would share this with the Staff Side. It was agreed the Joint Secretaries would identify the issues arising and bring this back to the next NJNC meeting.

The Staff Side reported that Shetland College is shadowing the NJNC Agreements and asked whether the College would be allowed to become signatories to the NRPA if an approach were made. The Management Side indicated that such a request, if received, would be considered at the next Employers' Association meeting in December 2017.

43/17 NJNC Agreements – Implementation Issues

The Staff Side advised that temporary lecturers in Perth College had not received any back pay and some lecturers at NESCol were in detriment over the whole pay harmonisation cycle given the implementation of the Agreement.

Staff Side set out that both these issues required immediate resolution and set out that lecturers in NESCol were in a distinct and unique category as no other group of staff within any other college were so affected, in this way.

It was agreed that the NESCol situation was an unintended consequence of the implementation of the Agreement. It was further agreed that this matter would be discussed with the Joint Chairs for a resolution to be found before the next NJNC.

44/17 Matters for Negotiation

The Staff Side expressed its disappointment that the new class contact hours had not been implemented from August 2017 and was proposing an earlier implementation date than 01.08.18, although acknowledged this would be complex to implement mid academic year. It was agreed to share alternative proposals ahead of the next meeting.

Paper 3 was widely discussed. It was acknowledged that this was a helpful paper. It was agreed the Joint Secretaries would develop a paper in advance of the next NJNC setting out the status of exactly what is agreed, what is not agreed, and what is agreed in principle.

The Staff Side was presented with a paper on the sectors funding position, which had been validated and verified by the Scottish Funding Council.

The Staff Side was presented with the Employers' response to the 2017/18 Lecturers' Pay Claim, including a proposal from the Management Side to settle the outstanding sections of the May 2017 Agreement as part of a total package

Adjournment

The Offer was rejected by the Staff Side on the basis that it was unconsolidated; it would not apply to all lecturing staff and it was not enough. The Staff Side indicated that it was willing to continue negotiations separately in terms of the outstanding purple sections from May 2017 Agreement and provided some feedback on the proposals, particularly in relation to annual leave. It was agreed that it would be important to get agreement on the outstanding elements of the May 2017 Agreement as soon as possible.

Joint Press Statement

It was agreed that it would be helpful to have a joint press statement in relation to the outcome of the meeting. It was remitted to the Joint Secretaries to prepare the necessary statement.

Date of Next Meeting

A request was made by the Staff Side to move the NJNC scheduled for 19th October to 26th October 2017 due to annual leave commitments.

It was agreed to reschedule the next NJNC to November with a provisional date of Wednesday 8 November 2017 being proposed. It was agreed that the Joint Secretaries would make the necessary arrangements for the next meeting, with specific arrangements being made for facilities time if required.

END