



Approved Minute of the meeting of the National Joint Negotiating Committee (NJNC) – Side Table (Lecturers) held on Wednesday 8 November 2017 at 1400 at City of Glasgow College, City Campus, Glasgow.

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

45/17 Welcome and Apologies

The Management Side Chair welcomed all to the meeting. There were no apologies. The Chair requested that the Job Matching Referral Process for Promoted Lecturers be added to the agenda. It was noted that the Joint Secretaries had prepared a draft Circular and the referral process would be brought back to the next meeting for further discussion.

46/17 Minutes of Previous Meeting

The minute of the NJNC meeting of Thursday 5 October 2017 was discussed. It was agreed to make three changes to the minute which would be resubmitted to a further meeting for approval:

- Section 42/17 – split the second bullet point into separate points.
- Section 44/17 – change ‘Pay Offer’ to ‘response’.
- Section 44/17 – delete the sentence “*It was agreed that the sectors holiday position should be validated in advance of the next NJNC*”.

47/17 Matters Arising

The Management Side requested clarity on what classes had not been covered whilst EIS representatives attended NJNC meetings. It was noted that this matter was being dealt with through the Joint Secretaries. A draft Facilities Time Policy is also with the Staff Side Joint Secretary for comment. The Management Side Joint Secretary indicated that he was preparing an additional paper on facilities time which he would send to the Staff Side Joint Secretary for consideration and input. The Staff Side set out its position in relation to facilities time and explained the rationale behind this. The Staff Side proposal was for six hours remission per week for all seven named negotiators including substitutes to cover both attendance at and preparation for NJNC meetings as well as liaison with the sector. This proposal was noted and formal comments on the draft policy from the Staff Side were requested as soon as possible.

The Staff Side advised that all colleges other than Orkney College UHI have now either signed up to the Pay Agreement or are committed to shadowing it. It was noted that the EIS has lodged a

formal dispute with Orkney Islands Council. The Management Side reported that discussions with Shetland College UHI are ongoing with a view to them formally signing up to the National Recognition and Procedures Agreement (NRPA). It was noted that this will be considered at the next meeting of the Employers' Association.

Regarding the outstanding NESCol issue, the Staff Side reported that following discussions between the Joint Secretaries, it was happy to move forward to resolve the pay issue for non-promoted lecturers. The Management Side indicated that it would wish to discuss this further as part of the terms and conditions discussions. The Staff Side expressed dissatisfaction with this as these are two separate issues and requested an adjournment.

Adjournment

The Staff Side felt that an agreement had already been reached between the Joint Secretaries and would have been happy to accept that this decision would have been without precedent and would apply only to NESCol. It was agreed that the two Chairs would discuss this further at the end of the meeting.

The Management Side confirmed that the issues with payment of the May 2017 Agreement at Perth College UHI had been resolved.

48/17 Matters for Negotiation

Paper 2 – National Pay and Terms and Conditions. The Management Side Chair stated that the Management Side would prefer the implementation date in the May 2017 Agreement in relation to class contact for unpromoted lecturers, for practical purposes, to be 1st August 2018. The Staff Side referred to a paper EIS Proposals on Implementation of Terms and Conditions which contained its proposals for phased implementation of the class contact arrangements. It was agreed that this matter would be revisited at the next meeting of the NJNC.

The Staff Side stated that it had considered the definition of contact time and non-contact time contained in paper 3 (Appendix 4) considered at the NJNC meeting on 5th October 2017. The Staff Side confirmed that it could agree this document which had been proposed by the Management Side on 1st June 2017, subject to one minor amendment. The proposed amendment was the inclusion of the words 'to be agreed locally' after the words 'internal verification' on page 3 of the document. The Management Side stated that it wanted to revisit the paper and it was agreed that this would be considered at the next meeting of the NJNC.

It was noted that the Staff Side did not accept that class contact hours for Promoted Lecturers at level two and three had been agreed. The Management Side advised that in its view, it was clear in the May 2017 Agreement that the levels had been agreed at NJNC level and that the principle of "no detriment" was not expressly applied to this section.

Adjournment

The Staff Side confirmed that the sections highlighted in blue represented the Staff Side position. It was agreed that the section on class contact for promoted lecturers would be discussed further at the next meeting.

Discussion took place on V7 of the National Terms and Conditions for Lecturing Staff. The Management Side advised that in its view, this document was not 'agreed'. The Staff Side advised that it viewed the black ink in Version 7 as 'agreed' in terms of the NJNC Minute of 9th February

2017. The Staff Side highlighted that in that minute the Management Side set out that it was 'content' with the areas in black and in the same sentence, referred to this section being subject to an Equality Impact Assessment (EIA) and required legal checks. The Management Side advised that the minute also referred to concern that some key issues had not been addressed, specifically agreement being reached in other areas before the March 2016 Agreement could be implemented in full. The Management Side further advised that if 'agreement' had been reached, the wording in the minute would have clearly reflected this. The Staff Side stated that the reference to 'content' followed by the reference to the EIA and legal advice clearly reflected agreement. The Staff Side therefore remained of the view that the areas in 'black' in V7 were agreed. The Management Side advised this position was not accepted.

The Management Side advised that the discussion should focus on getting agreement on the core conditions of service, i.e. the outstanding areas in 'purple' from the May 2017 Agreement. The EIS agreed that agreement on the outstanding elements of the May 2017 Agreement was a priority. The Staff Side stated that once these issues were resolved, the bulk of the outstanding areas in V7 would be resolved.

It was agreed to prepare a revised document clearly outlining the respective positions.

2017/18 Pay Claim

The Staff Side asked the Management Side whether it had a further pay offer in relation to the 2017/18 Pay Claim and referred to the fact that it had rejected the employers response at the last meeting.

The Management Side advised that it would not be in a position to make a formal offer until after the Employers' Association meeting on Monday 11 December 2017 and after it had obtained further clarification on funding from the Scottish Funding Council.

The Staff Side expressed its disappointment at the lack of progress and it highlighted that it had been stressed in October 2017 that the Employers response was an initial offer. As this initial offer had been rejected, the Staff Side now expected a further offer from the Management Side today. The Management Side agreed to look at costing a number of scenarios for further discussion. at the next meeting. The Management Side Chair indicated that the Management Side would make a further offer at the next meeting. The Staff Side were keen to receive a formal offer for their members to consider.

Adjournment

The Staff Side welcomed the fact that there would be an offer at the next meeting and repeated that the formal offer should be consolidated, apply to all lecturers and be significantly more than the previous response.

EIS Proposals on Promoted Staff

The Staff Side presented its paper on 'Proposals for Promoted Staff' (Paper 3). The Management Side questioned whether some of the posts referred to were outwith the scope of the NJNC – Side Table (Lecturing) and would need to be referred to the Central Committee.

Adjournment

The Management Side stated that the paper could not be accepted as it stood as in its view the majority of the staff were 'out of scope' of the NRPA. This was disputed by the Staff Side and it was agreed to collate the relevant data. The Management Side advised that the NJNC – Side Table (Lecturing) should be concentrating on current business as a priority.

Date of Next Meeting

The date of the next meeting was confirmed as Thursday 16 November 2017, commencing at 1030 with pre-meetings from 0900. The meeting would be scheduled to finish by 1630. The venue is to be confirmed.