



**Approved Minute of the meeting of the National Joint Negotiating Committee (NJNC) – Side Table (Lecturers) held on Thursday 16 November 2017 at 1030 at City of Glasgow College, City Campus, Glasgow.**

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

**49/17 Welcome and Apologies**

The Staff Side Chair welcomed all to the meeting. There were no apologies.

**50/17 Minutes of Previous Meeting**

The amended minute of the NJNC meeting of Thursday 5 October 2017 was approved. The Staff Side asked when they would receive the minute of the meeting held on Wednesday 8 November 2017. The Management Side advised that the minute would be issued shortly to the Staff Side Secretary for comment.

**51/17 Matters Arising**

There were no matters arising.

**52/17 Matters for Negotiation**

The Management Side confirmed their position on the outstanding matters for negotiation in respect of salary conservation, annual leave for promoted lecturers, class contact definition and transfer to permanency. The Management Side provided details of the rationale for proposing a differential on annual leave entitlement for promoted lecturers at levels 2 and 3 to reflect what it viewed as the nature of the duties and responsibilities of these posts.

With regard to the definition of class contact time, the Staff Side asked if the Management Side was withdrawing from a previously agreed paper. The Management Side advised that it was withdrawing that paper on the basis that it did not give the Management Side the required flexibility and that no one item could be agreed in isolation from the other outstanding matters for negotiation. The Staff Side expressed dissatisfaction at the paper being withdrawn. The Management Side confirmed that rather than the paper being seen as ‘withdrawn’, it should be noted that an alternative proposal was now being put forward. The Management Side presented their position in writing and the Staff Side requested an adjournment.

## **Adjournment**

The Staff Side advised that it had considered the Management Side offer and had now submitted a further revised offer, with all proposal being made in the basis of 'no detriment' for existing staff. The Management Side advised that class contact hours for promoted lecturers levels 2 and 3 had already been agreed without the 'no detriment' clause. The Staff Side advised that the basis of the previous discussions had always been on the basis that the no detriment principle would apply for existing staff and the Staff Side was clear that 'no detriment' must apply in all cases.

The Staff Side outlined its view that there should be no differential in annual leave for promoted lecturers and explained its concerns about the Management Side's proposed flexibility in relation to annual leave and the impact this would have on students and the operational running of the colleges. Further discussion took place on promoted lecturer annual leave and the arrangements for applying flexible leave. The Management Side was proposing that leave for levels 2 and 3 should be taken flexibly, whereas the Staff Side was of the view that annual leave for levels 2 and 3 should be fixed with limited flexibility.

Discussion took place on the definition of class contact time and the date of implementation. The Staff Side advised that it would have preferred to have retained the previously agreed list of duties referred to earlier in the meeting and referred to its proposals for a phased implementation of the 23+1 hours, given that in terms of the May 2017 Agreement this should have been implemented from 1<sup>st</sup> August 2017. The Management Side advised that time was limited for agreeing a phased implementation and that for practical purposes and to minimise disruption to college planning and student timetables that implementation could only be from 1<sup>st</sup> August 2018.

The Staff Side requested further clarification on whether the paper on class contact definition was being withdrawn. The Management Side advised that the paper was being withdrawn and replaced with an alternative proposal following further consideration and review.

The Management Side requested an adjournment to consider the Staff Side proposals.

## **Adjournment**

The Management Side presented amended proposals following consideration of the staff side proposals. The Management Side advised that it had to be mindful of the sector's financial position and the impact of these agreements on the college planning process. The Staff Side was asked to consider further amendments, which included reference to no detriment for existing staff across the Agreement. The Staff Side requested an adjournment.

## **Adjournment**

The Staff Side welcomed the inclusion of the no detriment principle for existing staff across the Agreement. It advised that it felt it was essential to refer to academic research in the class contact section to fully reflect the nature of the duties for staff in some colleges and in particular in the UHI colleges. The Staff Side put forward its arguments in support of this proposal. The Staff Side also emphasised the importance of reference being made in the class contact section to the co-ordination and leading of internal verification, which would be agreed locally. It explained that internal verification is a critical aspect of quality processes which have a direct impact on the delivery of quality teaching and learning. The Staff Side indicated that in moving the negotiations forward, it was willing to accept an implementation date of 1<sup>st</sup>. August 2018 in relation to the class contact arrangements. The Staff Side further advised that they could not agree to the proposals on annual

leave for promoted posts in terms of a differential but outlined that it was keen to have further discussion around flexibility. Both sides agreed to a further adjournment.

### **Adjournment**

The Management Side advised that due to other prior commitments and that the meeting had continued beyond its previously agreed finish time of 1630, the Management Side was no longer quorate as the Principal representative had to leave. It was now 1730 and it was noted that as discussions were proving productive, the meeting should be continued for the time being. The Management Side gave an assurance that any agreements reached as a part of the ongoing discussions would be honoured and accepted by them in future negotiations and meetings of the NJNC.

The Management Side advised that most items could now be considered to be agreed in principle, except promoted lecturer annual leave and some final areas of debate under the definition of class contact time. The Management Side produced a revised proposal paper - version 3. A further adjournment was requested to consider the revised proposals.

### **Adjournment**

The Staff Side presented some further amendments for consideration – Version 4 and included an alternative proposal for promoted lecturers' annual leave, with movement noted in relation to level 3 promoted lecturers. The proposal also included reference to the co-ordination and leading of internal verification as part of the class contract definition. The Management Side requested an adjournment.

### **Adjournment**

The Management Side advised that in its view the differential in annual leave for levels 2 and 3 of promoted posts should remain and it presented Version 6 for the Staff Side consideration. The Staff Side requested an adjournment.

### **Adjournment**

Further discussion took place on the differentials of annual leave for promoted lecturer posts and the wording of the class contact items on academic research and the coordination and leading of internal verification. It was clarified that the wording referred to those who were conducting or leading the internal verification process and did not refer to what should be considered to be normal participation in internal verification. The Management Side confirmed that the insertion of the word 'agreed' would be included in the sentence referring to research so that it would read "*participating in agreed academic research*".

Both sides expressed disappointment that neither side had moved on the annual leave position for promoted staff. The Staff Side advised that although the Management Side had orally presented its rationale for seeking a differential in relation to annual leave for levels 2 and 3, nothing had been presented in writing. The Staff Side had requested this earlier in the meeting to allow full consideration to be given to the position but this had not been forthcoming. The Staff Side further advised that it had moved in relation to accepting a differential for those on level 3 and this was a considerable concession. It highlighted its concern that the reduction in the leave for promoted posts would be a disincentive for staff to apply for promotion. The Management Side did not agree with this position and advised that their proposals reflected the sector norm for promoted posts and that the proposals were not unreasonable given the salary associated with the roles and the duties and responsibilities of the roles. The Staff Side raised further concerns about the practical

implementation of flexible annual leave for promoted lecturers at levels 2 and 3 and the impact that this would have on curriculum delivery and management, students, staff and stakeholders. The Management Side advised that leave would be managed in colleges, similar to the management of leave for support staff.

It was acknowledged that there was no agreement on the promoted lecturer annual leave position.

The Management Side requested an adjournment.

### **Adjournment**

The Management Side advised that it had reached a position that it felt was the best that could be achieved through negotiation and that in its view, the proposal, as a whole, represented a good offer and requested the Staff Side give the offer further consideration. The Staff Side proposed that to resolve the internal verification issue, that it be included in the section of "*Where appropriate and as directed by college management*". The Management Side advised that it would consider and respond to this proposal.

It was acknowledged that good progress had been made and it was agreed that both sides would reflect on the outstanding matters for negotiation. The Staff Side requested a further NJNC meeting in 14 days. This request was noted and the Management Side advised that the next scheduled meeting was Thursday 14 December 2017. The Management Side would advise the Staff Side if an earlier meeting could be convened in line with their request.

### **2017/18 Pay Claim**

The Staff Side asked if a further response to the pay claim would be forthcoming following the initial response on Thursday 5 October 2017.

The Management Side advised that considering the sector's financial position, including the costs associated with harmonisation, any improvement on the response provided on Thursday 5 October 2017 would require a drive for further efficiencies, therefore the response provided on 5<sup>th</sup> October 2017 should be considered as the final position.

The Staff Side noted this position and indicated that this would be discussed further at the next meeting of the NJNC.

### **NESCol**

The Staff Side sought a response on what it considered to be a 'pay detriment' for lecturers in NESCol as a result of harmonisation.

The Management Side advised that its preference was to deal with this inclusive with the core terms and conditions. The Staff Side highlighted the distinct nature of this matter from the negotiations relating to terms and conditions and the commitment given by the Management Side at the last meeting to resolve this issue. The Management Side then agreed that subject to the Staff Side accepting that this is a unique situation which will not create a precedent, the Management Side would accept the Staff Side position that the practical implementation of the migration and harmonisation process constituted a detriment for the identified members of staff at NESCol and that this detriment will now be rectified. Accordingly, it was agreed that a note will be issued to NESCol from the Joint Secretaries to resolve this issue and arrangements made to rectify the detriment.

### **53/17 Promoted Post Referral Process**

The NJNC agreed to defer this process to the Joint Secretaries. The Staff Side requested that an independent chair be appointed and form part of the referral Subcommittee in this process and that it was looking to expedite this process as soon as possible.

The Management Side advised that it was in agreement to agreeing and expediting this process and that through the Joint Secretaries would consider any request for an independent chair.

### **Date of Next Meeting**

The date of the next scheduled meeting was confirmed as Thursday 14 December 2017. A meeting before then was to be convened to continue the discussions.