



Approved Minute of the meeting of the National Joint Negotiating Committee (NJNC) – Side Table (Lecturers) held on Thursday 18 January 2018, 1000 at City of Glasgow College, Riverside Campus, Glasgow.

In Attendance	
Alex Linkston	Management Side (Chair)
David Alexander	“ “
Andrew Lawson	“ “
Paul Little	“ “
Will McLeish	“ “ (Observer)
Stuart Thompson	“ “
Pam Currie	Staff Side
Donny Gluckstein	“ “
Penny Gower	“ “
John Kelly	“ “
Charlie Montgomery	“ “
Jim O'Donovan (from 1230)	
John Gribben	Management Side Secretary
Anne Keenan	Staff Side Secretary
Heather Stevenson	Depute Management Side Secretary

01/18 Welcome and Apologies

The Management Side Chair welcomed all to the meeting. Apologies were received from Jim O'Donovan.

02/18 Minutes of Previous Meeting

The minute of the meeting held on Wednesday 29 November 2017 was agreed as a correct record. It was noted that the minute of the meeting held on Thursday 14 December 2017 had not yet been agreed between the Joint Secretaries and would therefore be considered at the next meeting.

03/18 Matters Arising

Shetland College UHI

The Staff Side requested an update on Shetland College's request to become a signatory to the National Recognition and Procedures Agreement (NRPA).. The Management Side advised that the matter would be discussed further at the Employers' Association meeting in March 2018. The Staff Side indicated that it was not happy with the delay and asked where the Employers' Association authority lay to block a college's application to become a signatory to the NRPA.

The Management Side advised that the matter was on the Employers' Association agenda and that no college had been 'blocked'. The matter had been considered at the Employers' Association meeting on Monday 11 December 2017 and had resulted in a tied vote.

The Staff Side asked for an explanation as to why the application had not been accepted as the Minister's expectation was that National Bargaining should cover all colleges. The Management Side noted the Staff Side concerns and re-stated that the matter would be considered in March 2018.

The Staff Side asked why the matter could not be considered at the Employers' Association meeting scheduled for January 2018. The Management Side responded that in order for the matter to be given due consideration, it would be better to consider it at the March meeting.

The Staff Side highlighted its concern that a year had passed since the matter had first come forward for consideration and no decision had been made. The Staff Side asked for a commitment from the Management Side that it would accept Shetland as a signatory.

The Management Side did not accept the criticism. It referred to particular areas of governance which needed to be addressed and highlighted that the arrangements in Shetland were different due to the employer being the Shetland Islands Council.

The Staff Side advised that it was aware that Shetland College UHI was in talks regarding a merger with another body and sought re-assurance that this would have no bearing on their application. The Management Side responded that it was not aware of such talks and could not comment.

AOCB

The Staff Side asked why AOCB was no longer on the agenda as it wished to raise the outcome of the Employment Tribunal in relation to the payment of the £100 and advised that it wished AOCB to remain on agendas.

The Management Side advised that it was a point of process and that the agenda should be agreed in advance and agenda items supported by papers. The Management Side further advised that having AOCB on an agenda was not helpful to the conduct of good structure and business.

The Staff Side advised that there has to be space on an agenda for raising matters which arise after the agenda and papers have been agreed by the Joint Secretaries. The Management Side did not agree with this approach and believed that all agenda items should be itemised and supported where possible by papers.

In relation to the £100 Tribunal, the Management Side advised that it too had planned to raise this issue and confirmed that the City of Glasgow College would not be appealing the tribunal decision. The Management Side advised that it would now be looking at the wider implications for the sector, that it would be recommending that all colleges pay the £100 as soon as possible and would issue guidance to the sector through a Joint Secretaries Circular which would be hopefully agreed by the end of January and issued as soon as practicable.

04/18 Outstanding Matters for Negotiation

Pay Claim 2017/18 Second Dispute Meeting

The Management Side introduced the pay offer which had been provided to the Staff Side the previous evening, advising of the additional money which had been provided to the sector which did not provide for any annual cost of living increase. The Management Side advised that the offer was affordable and in its view a very reasonable one.

The Staff Side stated that the late distribution of the offer was not helpful and it had little time to consider the offer and had a number of questions. The Staff Side requested sight of the individual college costings so that it could clearly see the impact for individual employees.

The Staff Side advised that it rejected the offer and that this was the third time it had rejected the first year offer. The offer was not enough, it was not consolidated and it was not consistent across the sector. The Staff Side advised that the Management Side had taken no steps to move towards the Staff Side position and that the Staff Side were keen to avoid further dispute.

The Staff Side advised that the offer was in effect a pay freeze until 2020 and that cost of living awards should be considered separately to harmonisation payments as had been indicated by a previous Management Side Chair. It stated that the offer attempts to connect the two and takes no account of the pay inequalities which had existed in the sector prior to the move towards harmonisation. The Staff Side further advised that the pay offer did not reflect the increased workload and pressures of staff or the impact of inflation on member's pay and indicated that it found the offer to be unacceptable over a three year period. The Staff Side wanted to consider a multi year deal and agreed that the sector needed stability, but that this offer did not help in working towards this.

The Staff Side confirmed that it wanted more money in the offer, for it to be consolidated and for it to be applied consistently to all staff. The Staff Side advised that it was understood that the agreed salary scales would change as a result of cost of living awards.

The Staff Side restated its request for the relevant spreadsheets and suggested an adjournment so that it consider the figures.

The Management Side asked the Staff Side to clarify what it would consider as part of a multi year deal.

The Staff Side confirmed that it was open to considering a multi year deal but that the detail was for the Management Side to bring forward as it was responding to the Staff Side Pay Claim. The Staff Side also advised that it would consider an offer which concluded this year and then moved on to a two/three year deal thereafter.

The Management Side advised that the current multi year deal on the table coincided with the harmonisation period and that affordability had to be a key consideration. The Management Side asked the Staff Side to provide more specific detail on what it might consider as part of a multi year deal.

The Staff Side confirmed that it would like to see the detail of the proposal and to get the individual college spreadsheets so that it could see how much each lecturer would get in each college.

It was agreed to adjourn to consider the current positions

Adjournment

The Management Side advised that it had listened carefully to the Staff Side's representations and that it confirmed it was also seeking stability in the sector however affordability had to be a primary consideration for any offer. The Management Side restated its request that the Staff Side advise of what it would consider to be a potential package for a two/three year deal.

The Staff Side responded that members found it inflammatory when the two issues of cost of living and harmonisation are conflated. This does not promote stability and harmony in the sector. It advised that it was not the case the largest proportion of its membership had received a 9% increase from harmonisation and that pressures from industry and recruitment difficulties supported the need for a significant cost of living increase. It highlighted that in terms of affordability, additional funding had been made available by the Scottish Government and that it would find it difficult to accept that individual colleges had not been planning and budgeting for cost of living pay increases. The Staff Side confirmed that it did not consider the current offer to be a serious one.

The Management Side restated its request that the Staff Side provide details of what it might consider to be a serious multi year deal.

The Staff Side advised that it considered its pay claim to be palatable and that it did not find the Management Side offer to be acceptable. It advised that any specific detail on figures and amounts in response to its Pay Claim should come from the Management Side and not the Staff Side.

The Staff Side explained that it had democratic processes and that the current Pay Claim had been agreed through appropriate channels. It would consider Management Side's response to the Pay Claim but would not create a new Pay Claim without going through those processes.

The Staff Side confirmed that it rejected the offer as it currently stood. It referred to the fact that the offer was unconsolidated but that a £425 payment had been made to the Support Staff on a consolidated basis. The first year of the offer being considered had not changed in any way since the initial offer had been made. At that stage the Management Side had indicated that this was an initial offer and stressed this fact, suggesting that this was not the best offer. The second and third year offers were made on the same basis as the first despite the objections made previously by the Staff Side. The Staff Side restated their wish to see the spreadsheets and the importance of consistency.

The Management Side responded that affordability had to be taken into account and that there was no funding for cost of living awards. The Management Side advised that it would take the matter to the Employers' Association Strategy session on 31st January and 1st February 2018 to discuss further. It was noted that the particulars of this offer had not been discussed with the Employers' Association but was within the mandate provided.

The Staff Side repeated their request for the data and financial costings and the Management Side repeated their request for the Staff Side to provide details of what would be palatable in terms of a multi year deal. The Management Side advised that any financial information would require to be verified by the Scottish Funding Council (SFC) prior to issue.

The Staff Side advised that the Management Side had made the offer based on calculations made and that it was entitled to this information as part of National Bargaining. The Staff Side indicated that it had asked for this information to enable it to assess what the offer would mean for lecturing staff in each of the colleges. The SFC had offered to provide figures but it did not require to have a locus in this matter. The Staff Side advised that if the Management Side wished to move to a multi year deal then it should provide figures which are palatable to the Staff Side. The Staff Side advised that the Management Side is in a position to determine costings and consider whether it can afford a multi-year deal. If it cannot, then it could move back to the one year deal. The Staff Side indicated that if it received a spreadsheet, then this would provide more information to inform the position and may assist the Staff Side in the negotiations.

The Management Side confirmed that the figures would be provided once they had been verified by the SFC and that in the interim the pay offer should be treated as confidential.

The Staff Side advised that it would be discussing the offer at their Executive meeting on Friday 19 January 2018 and confirmed that the offer must be consolidated, be equitable across the sector and should reflect inflationary pressures. The Staff Side requested if other percentage increases had been costed.

It was agreed to adjourn to consider the respective positions.

Adjournment

Jim O'Donovan joined the meeting.

The Management Side advised that it had listened carefully to what had been put forward and confirmed that the information would be released once it had been verified by the SFC. The Management Side also confirmed that the offer could be shared with the EIS – FELA Executive, but was to otherwise remain confidential.

This concluded the second dispute meeting.

05/18 Promoted Posts Job Matching Referral Process

The Management Side confirmed that John Sturrock had been approached to act as the Independent Chair for the referrals process and that his costs would be funded from within the Colleges Scotland Employers' Association budget. John Sturrock had requested a meeting with the Joint Secretaries prior to the first referral meeting to ensure he has an understanding of the process.

The Management Side provided an update of referrals received. Three colleges had submitted referrals, although only two were available on the first available date to hear referrals scheduled for Thursday 8 February 2018. It was expected that up to a further eight referrals may be received.

06/18 Update on Ballot

The Staff Side advised that the consultative ballot had opened on Monday 15 January 2018 and would close on Monday 29 January 2018. The Staff Side had prepared a 'Frequently Asked Questions' sheet which had been shared with the Management Side Secretary prior to issue to ensure that nothing was being said which may not be an agreed interpretation. The Staff Side are recommending acceptance of the ballot.

The Management Side advised that due to the Employers' Association meeting being scheduled for 31 January and 1st February 2018, it would be good to get the outcome by that date. The Staff Side advised it would report on the outcome as soon as it was available.

07/18 Lifetime Conservation

The Staff Side advised that there was a small group of staff across the sector who had been made redundant from promoted posts, were entitled to salary conservation but who had not been included in the promoted post job matching process.

The Management Side queried whether this related to previous local matching-in processes within colleges rather than redundancy situations.

As this issue required clarification before a decision could be made, the Staff Side were requested to prepare a paper on this for consideration at the next meeting of the NJNC.

08/18 Promoted Staff Beyond Level 3

The Staff Side referred to the paper previously issued. The Management Side advised that the scope of the NRPA would be discussed at the Employers' Association Strategy session and that it would respond thereafter.

Date of Next Meeting

The date of the next scheduled meeting is Thursday 22 February 2018.

Just before the meeting was closed, the Staff Side requested clarification on when the next dispute meeting would be as it had rejected the offer. The Management Side advised that the matter would be carried over to the meeting of Thursday 22 February 2018 and that if another meeting was required meantime, this would be agreed between the Joint Secretaries.

The Staff Side also advised that it was not accepting a change in the format of the agenda to remove AOCB. This was noted.