



Approved Minute of the meeting of the National Joint Negotiating Committee (NJNC) – Side Table (Lecturers) held on Thursday 27 September 2018 at 1030 at Colleges Scotland, Stirling.

In Attendance	
Alex Linkston	Management Side (Chair)
Dr Margaret Cook	“ “
Stuart Thompson	“ “
Debbie Kerr	“ “
John Kelly	Staff Side (Chair)
Jim O’Donovan	“ “
Charlie Montgomery	“ “
Pam Currie	“ “
John Gribben	Management Side Secretary
Anne Keenan	Staff Side Secretary

44/18 Welcome and Apologies

The Staff Side Chair welcomed all to the meeting. He referred to the conduct of the last meeting of the NJNC and highlighted the importance of treating each other with dignity and respect in the course of the meetings. This was endorsed by both Sides moving forward. Apologies were received from David Alexander and Paul Little

45/18 Minutes of Previous Meetings

The minute of the NJNC meeting of Thursday 21 June 2018 was agreed.

46/18 Matters Arising and Any Other Exceptional Items

With reference to item 39/18, the Staff Side estimated that 100 employees were not on a national pay scale and advised it would respond to the paper provided by Heather Stevenson.

47/18 Pay

The Staff Side advised that the results of their recent consultative ballot were as follows:

- 60% turnout
- 90% rejection

The Staff Side advised that they had a meeting scheduled with the Deputy First Minister and Minister for Further Education, Higher Education and Science on Tuesday 2nd October, and a FELA Executive Committee scheduled for Friday 5th October.

The Staff Side confirmed that following its extensive consultative exercise, the message from the EIS membership was clear: if no agreement was reached on pay, the next step would be a request for a formal ballot for industrial action. This decision to progress this would rest with the FELA Executive.

The Staff Side indicated that the press release issued by Colleges Scotland was unhelpful to the process and that it was disappointed with the tone used. The Staff Side had, however, come to the meeting to negotiate and stressed its willingness to do so. It did not want to take further industrial action and asked the Management Side to engage positively in negotiations at that meeting. The Management Side responded that the offer on the table was final and given the results of the ballot had been shared only the previous day, there would be a period of reflection before responding.

The Staff Side stated that it was disappointed that the Management Side had not come prepared for the meeting. It was the opinion of the Staff Side that the Management Side had been unwilling to negotiate at the last meetings and had urged the Staff Side to take its offer to members. The Staff Side had done this and was now returning with the results. There were only two possible outcomes from the ballot and for the benefit of the sector, the Staff Side would have expected the Management Side to have prepared for both outcomes. It was disappointed that the Management Side did not appear to recognise the urgency of the situation and considered that this lack of preparation was a failure in leadership and demonstrated a lack of respect for staff and students in the sector.

The Staff Side position was respectfully noted. The Management Side again advised that the employers' offer was final, that due consideration would be given to the results of the consultative ballot and following a period of reflection, a response would be provided. The Staff Side was reminded that affordability was a critical factor in developing the offer and rejecting their pay claim – those affordability issues remain.

48/18 Implementation of the November 2017 NJNC Agreement

Paper 2 was considered by the NJNC. It was acknowledged that there were several outstanding queries relating to the interpretation of the phrase 'the co-ordination/lead of internal verification' where it appeared in the November 2017 NJNC Agreement. This matter was referred back to the NJNC as the Joint Secretaries were unable to agree and provide clarification.

Following discussion at the NJNC, it became clear that there remained an impasse and clear disagreement on the interpretation of this phrase as it appeared in the context of the November 2017 NJNC Agreement.

To resolve the differing interpretations, the NJNC agreed to work through and develop some illustrative examples of what this phrase was intended to cover. It was thought that this should in turn address any queries on the interpretation of internal verification for the purposes of the Agreement.

49/18 Employers' Association Update

The Management Side provided a brief update on the recent Employers' Association meeting, where matters from Professional Registration to Partnership Working were considered.

It was recognised that positive Partnership Working would be of benefit to the NJNC, and that this was an area that could be jointly developed and progressed.

50/18 Terms and Conditions Working Group

It was acknowledged that the last meeting of this working group was positive, that comments and responses were required from the Staff Side on the shared documents (the National Working Practices Agreement (NWPA) and the working group Terms of Reference).

This response has been requested by Thursday 18 October 2018 to allow consideration before the next meeting on Thursday 1 November 2018.

51/18 Promoted Post Matching Process Update

A report was presented to the NJNC setting out the outcomes of the matching process to date. The Staff Side advised that there remained outstanding issues in two colleges. It remains to be established if either of these issues will require consideration by the NJNC Referral Subcommittee.

It was agreed that once the two outstanding issues were resolved, a full and final report will be provided to the NJNC.

52/18 Lecturer Professionalism

As an agreed standing item on the NJNC agenda, the Staff Side advised that it continues to have road shows and consult with members on this issue.

The Staff Side advised that it has a further meeting scheduled with the General Teaching Council for Scotland (GTCS) on 12 October and will be responding to the current consultation exercise on Professional Standards.

The Management Side advised a response would also be provided to the Professional Standards Consultation and reminded the NJNC that the current Agreement for professional registration is effective from April 2019. In acknowledging the challenges around achieving this date, the Management Side proposed scheduling a joint meeting with the GTCS.

Adjournment

Whilst being receptive to the proposal for a joint meeting with GTCS, the Staff Side indicated that it would comment on this after its meeting with the GTCS. It also considered that more partnership working was required within the NJNC on the matter of registration prior to such a meeting being scheduled.

Indicative Meeting Schedule

The Staff Side expressed concern at the proposed schedule of NJNC meetings and the venue. The Staff Side proposed six weekly meetings with a rotation between Glasgow, Edinburgh, and Stirling or alternatively between Glasgow and Stirling.

The Management Side explained that NJNC business should determine the frequency of meetings, and the proposed schedule was not intended to be restrictive and would consider options on the meeting venue.

The Staff Side highlighted the importance of having pre-arranged meetings at this time given the amount of business which is outstanding, including the pay dispute. It urged the Management Side to reflect on the schedule of meetings and provide additional dates.

Date of Next Meeting

The date of the next scheduled meeting was still to be agreed through the Joint Secretaries. The Management Side Secretary advised a date would be proposed on 28 September 2018.

The Staff Side proposed the next NJNC meeting has a single agenda item of Pay