

**Agreed Minute of the meeting of the National Joint Negotiating Committee (NJNC) – Side Table (Lecturers) held on Thursday 12 March 2020 at 1000 hours at Colleges Scotland, Stirling**

<b>In Attendance</b>	
Pam Currie	Staff Side
John Kelly	“ “ (Chair)
Charlie Montgomery	“ “
Jim O’Donovan	“ “
Garry Ross	“ “
David Alexander	Management Side
Joanna Campbell	“ “
Jillian Cheape	“ “
Zelda Franklin-Hills	“ “
Alex Linkston	“ “
Deborah Shepherd	Staff Side Secretary
Heather Stevenson	Management Side Secretary

**01/20 Welcome and Apologies**

The Staff Side Chair welcomed all to the meeting. There were apologies from Sue Clyne and Alan Ritchie, Management Side and Donny Gluckstein, Staff Side.

**02/20 Minutes of Previous Meetings**

Thursday 19 September 2019

The Staff Side provided a form of wording it believed should have been included in the minute of Thursday 19 September 2019. The Management Side requested that the minute be remitted back to the Joint Secretaries to agree a form of words for agreement at the next meeting of the Side table. This was agreed.

Thursday 12 December 2019

The minute of Thursday 12 December was agreed.

**03/20 Matters Arising and Any Exceptional Items**

There were no matters arising.

Facilities Time was raised as an exceptional item.

The Staff Side advised it had a major issue with national negotiators in one college being timetabled on a Thursday and expected the status quo position, based on custom and practice, of six hours per week for the six national negotiators to be maintained. The Staff Side asked that Colleges Scotland issue a communication to the individual college advising that until a new proposal is agreed at the Central Committee then no change can be made.

The Staff Side advised this was impacting on the ability to attend GTCS meetings, students being disadvantaged and did not allow time to prepare for meetings or consult with members. The Management Side advised that the current position is based on a Management Side recommendation, agreed by the Employers’ Association, of two days per month guaranteed Facilities

Time with additional time required to attend GTCS and other working groups being facilitated, by request and in addition to the two days per month.

The Management Side reminded the Staff Side that it was agreed at the last meeting of the Central Committee to set up a small working group to look at this matter and suggested we move forward to get it set up with a view to take any outputs to the Employers' Association in May 2020.

#### **04/20 Pay Claim 2020/21**

The Staff Side introduced its pay claim for 2020/21 and advised that it did not want protracted discussions. It was keen to negotiate and have a pay settlement in place before the summer break. Its pay claim is for a consolidated pay rise of £1950 on every point of the National Pay Scale (NSP) and Promoted Lecturer fixed points from 1<sup>st</sup> September 2020.

The Staff Side provided rationale for this pay claim based on Public Sector Pay Policy of 3% for those earning less than £80,000 and also that for two of the last three years, the Staff Side has accepted an unconsolidated rise whilst the cost of living is rising. The Staff Side view is that there have been difficulties recruiting for specialist areas and with a significant number of staff over the age 55 and 65, colleges need the ability to attract staff.

The Management Side agreed it would be good to settle by the end of this academic session. It advised the Scottish Funding Council has still to announce individual college funding allocations and these were expected in April 2020. The Management Side advised that an Employers' Association meeting was taking place in May 2020 and then a series of pay negotiation meetings could take place with a view to concluding before the end of session.

The Staff Side advised that it would be a show of good faith if a meeting to commence negotiations could be scheduled before May 2020.

The Management Side advised it was required to wait until a full meeting of the Employers Association took place and that it was also awaiting funding allocations. The Staff Side was advised it was still waiting for the Support Staff Side pay claim.

The Staff Side reminded the Management Side that we may now be limited by Coronavirus and many staff have additional pressures such as caring responsibilities and it is hoped this would not protract discussions.

The Management Side agreed that we all need to be adaptable and was committed to these negotiations by end June 2020.

#### **05/20 Implementation of the National Working Practices Agreement (NWP)**

The Staff Side advised it was gathering information on this matter and its intention was to issue a paper in advance of the next meeting.

The Staff Side stated there was a consistent problem with the Transfer to Permanency element. The Management Side remind the Staff Side this was still a Central Committee matter and any additional evidence/specifics should be considered by the Joint Secretaries in the first instance.

The Staff Side advised it would like to discuss a specific college matter relating to redundancy and lecturers being replaced with instructor/assessor posts and asked the Side Table to consider the implications of equal pay.

The Staff Side stated that it presumed if the new roles were not delivering equal work then the students experience reduced delivery.

The Management Side responded that it did not agree with the Staff Side view.

The Staff Side requested an adjournment.

## **Adjournment**

Following an adjournment, the Staff Side advised it had two areas of interest in the NWPA – the clause within it relating to the Equalities Act and Equal Pay. It advised that the replacement of lecturers with instructors/assessors would be subject to Job Evaluation and this is a red line issue for the Lecturing Staff Side.

The Management Side reminded the Staff Side that individual colleges are charities and have to make 3% efficiency savings and the deficit position colleges will find themselves in based on current assumptions. Colleges are looking at strategies to reduce this deficit position.

The Staff Side accepted the financial pressures in the college sector; however, further discussions were required around the impact this has on staff following discussions at the Side Table as no trade union would accept a downgrading of membership.

It was agreed to end the meeting at this point and note each sides position.

## **06/20 Date of Next Meeting**

The Staff Side requested a meeting on 23<sup>rd</sup> April 2020. The Management Side advised the next meeting date, as set out in the draft initial indicative schedule is **Thursday 18 June 2020** with a proviso that additional dates would be set to discuss the Staff Side pay claim.