

Agreed Minute of the meeting of the National Joint Negotiating Committee (NJNC) – Side Table (Lecturing) held on Thursday 20 August 2020 at 1000 hours, via Video Conference.

In Attendance	
Joanna Campbell	Management Side
Sue Clyne	“ “
Alex Linkston	“ “ (Chair)
Alan Ritchie	“ “
David Watt	“ “
Pam Currie	Staff Side
Donny Gluckstein	“ “
John Kelly	“ “
Charlie Montgomery	“ “
Jim O’Donovan	“ “
Garry Ross	“ “
Heather Stevenson	Management Side Secretary
Deborah Shepherd	Staff Side Secretary
Lynsey Manson	Zoom Call Administrator
Rachel Sword	Zoom Call Administrator

14/20 Welcome and Apologies

The Management Side Chair welcomed all to the meeting and formally welcomed David Watt, Chair, Fife College as a new member of the Management Side.

15/20 Pay Claim 2020/21

The Management Side gave a presentation, explaining the current financial situation of the sector, and laying out the implications of any pay award. The content of this presentation highlighted the forecasted adjusted operating position, impact of delayed expenditure, required efficiency and the poor cash liquidity situation of many colleges. The Staff Side agreed that they were aware of this financial position and further discussion took place.

It was acknowledged that further discussion may be required with the Scottish Funding Council on financial viability and affordability.

The Staff Side advised it was seeking a written response to its Pay Claim 2020/21 submission, which had not yet been received from the Management Side, which would allow any negotiations to begin.

The Management Side requested an adjournment to discuss the issue in more detail.

It was agreed to take an adjournment.

Adjournment

Following an adjournment, an offer of a consolidated 2% pay increase across all lecturer salary points was issued to the Staff Side.

The Staff Side requested an adjournment to discuss the offer given.

It was agreed to take an adjournment.

Adjournment

Following the adjournment, the Staff Side advised that it would take this offer to its executive for consideration.

16/20 Instructor/Lecturing Roles

The Staff Side requested that this item be included on the agenda and presented a paper on this matter. It advised that colleges creating instructor and tutor roles, in place of lecturer roles, are breaching a National Agreement, and in its view undermines the work of the General Teaching Council for Scotland, particularly around professional registration.

The Staff Side requested that the Management Side write to the individual colleges who are introducing these roles and advise that they are in breach of the Agreement.

The Management Side advised that the content of the paper had been considered and advised that there was no evidence of any breach of the National Recognition and Procedures Agreement nor the National Working Practices Agreement. The Management Side advised the Staff Side that it should discuss any concerns with the individual colleges concerned.

The Staff Side responded by advising the matter could not be resolved and advised of its intention to submit a Failure to Agree notice and to invoke the Disputes Resolution Procedure.

17/20 Facilities Time

The Staff Side requested that this item be included on the agenda and presented a paper on this matter, which was received late and was, therefore, not included in the agenda. The Management Side stated that it was also not jointly submitted with the Support Staff Side and did not comply with the conditions as requested in previous correspondence between the Joint Secretaries.

The Staff Side presented the paper, advising that the work to be undertaken over the upcoming year will only be possible with an increased level of facilities time allowance, and as such is not in agreement with the employers' facilities time position of 10 days per academic year per nominated representative. The Staff Side stated that this is not an agreed position of the NJNC, and it was their belief that the allocation should not be changed without a decision of the NJNC.

The Management Side advised that it was willing to discuss the matter further at the forum of the Facilities Time Working Group (FTWG), as had been previously requested by the Staff Side. The Management Side Secretary stated that a third meeting of the FTWG had been scheduled to take place on Thursday 30 July 2020, however, this offer was not responded to by the Staff Side. The Management Side also advised that it was waiting on a Staff Side submission of an evidence-based paper, to support the argument for increased facilities time as detailed in correspondence to the Staff Side Joint Secretary.

It was agreed that a further meeting of the FTWG would be convened once the requested papers had been received from the Staff Side.

18/20 Date of Next Meeting

It was advised that the date of the next meeting for the conduct of normal business would be Thursday 17 September 2020, and other meetings would be scheduled as required to continue discussions on the Pay Claim 2020/21. It was also noted that dates for a potential disputes meeting would be identified upon receipt of formal notification from the Staff Side.