

Minute of the meeting of the National Joint Negotiating Committee (NJNC) – Side Table (Lecturing) held on Thursday 17 June 2021 at 1400 hours, via Video Conference.

In Attendance	
Donny Gluckstein	Staff Side
Anne-Marie Harley	“ “
John Kelly	“ “ (Chair)
Charlie Montgomery	“ “
Jim O’Donovan	“ “
Anne Campbell	Management Side
Jackie Galbraith	“ “
Debbie Kerr	“ “
Alex Linkston	“ “
Ross Martin	“ “
Alan Ritchie	“ “
David Watt	“ “
Stuart Brown	Staff Side Secretary
Heather Stevenson	Management Side Secretary
Jillian Cheape	Secretariat
Catherine McCreath	Zoom Administrator
Susan Boyd	Note Taker

04/21 Welcome and Apologies

The Staff Side was in the Chair for this meeting. The Chair welcomed all to the meeting. Apologies were noted from Eileen Imlah, Staff Side, and Joanna Campbell, Management Side.

05/21 Minutes of Previous Meeting and Any Matters Arising

Thursday 10 December 2020

The minute of meeting on Thursday 10 December 2020 was agreed.

Thursday 6 May 2021

The minute of meeting on Thursday 6 May 2021 was agreed.

Matters Arising

The Staff Side requested a discussion on matters arising from previous meetings, as in its view, these matters remain to be addressed and suggested time be spent planning how both sides might work together to address these.

The Management Side restated a previously agreed position of preparing papers in advance of meetings setting out concerns/points for discussion for each of the items to allow the Management Side to consider in advance. However, acknowledged that matters arising from previous minutes is the appropriate mechanism to allow initial flagging of topics would like to be formally discussed at future meetings.

It was therefore agreed to discuss a possible plan to progress any matters arising.

It was agreed that discussion would take place after the main agenda items if time allowed.

06/21 Draft Circular 02/21

The Staff Side referred to its position as set out in Paper 3 and advised that it wanted more clarity on the interpretation of the Agreement. In order to provide such clarity, the Staff Side proposed that any process to address issues locally would be 'agreed'.

The Management Side thanked the Staff Side and advised that having considered both sets of wording carefully, it had reflected on the wording and was in agreement to the wording proposed by the Staff Side.

The Staff Side welcomed the Management Side's position on the wording, and it was agreed the Circular would be issued to the sector as soon as possible.

During the course of discussion, the matter of a EIS-FELA newsletter was raised by the Management Side. The Staff Side noted the concerns raised.

07/21 Pay Claim 2021/22

The Staff Side introduced Paper 4 – EIS-FELA pay claim for 2021/22 and advised that it was keen to begin negotiations before the summer break.

The Management Side thanked the Staff Side for its detailed claim and advised that its intentions are to begin negotiations in August 2021 and dates have been issued for this to take place. The Management Side stated that a previous offer to commence negotiations had been made in June on the basis of the pay claim being received in May which would have allowed it to be considered by the Employers' Association at its May meeting. The Management Side advised the Staff Side that full costings are required in relation to the claim and a meeting of the Employers' Association will be convened to consider the Pay Claim received on 9 June 2021.

The Staff Side advised that it would be a show of good faith if a meeting was scheduled to commence negotiations throughout the summer and requested a tentative date before August and advised it will be fully available for meetings throughout the summer.

The Management Side noted the request for an early meeting and will factor this into discussions with Employers' Association.

08/21 Matters Arising

As agreed earlier in the meeting, the following matters were discussed under Matters Arising:

COVID – Working Together

The Staff Side raised working together for COVID.

The Management Side confirmed that a Joint Strategic Forum has now been set up. The Staff Side advised it has nominated several Staff Side reps in attendance at this meeting to be part of that new strategic group.

It was agreed, that as this group was not an NJNC Side Table Lecturing matter, to discuss attendees offline and consider a communication to provide an update.

GTCS

The Staff Side raised GTCS Lecturer Professional Registration and how this is being communicated to colleges and staff.

The Management Side advised that the mechanics of communication to colleges and staff is already set up through the GTCS College Lecturer Registration Working Group. The Working Group already has a full communication plan. It was the Management Side's understanding that some of the Staff Side reps at this meeting are part of the GTCS Group and aware of the plans. The Management Side view was that it did not want this NJNC forum to duplicate the good work the GTCS Group already doing.

The Staff Side stressed that they feel individual colleges should be working to progress the registration roll-out.

The Management Side confirmed that GTCS is keeping colleges well informed with lots of activity and a planned communication and briefing strategy in conjunction with College Development Network. In addition, the pilot colleges have reported good progress made through joint partnership working. Any issues or concerns should be raised through the GTCS Working Group.

The Staff Side agreed with Management Side but stated that there was a potential benefit in sharing the GTCS Group's communications to show that NJNC fully support it. It agreed the working groups are doing good work but stated that there is an opportunity to share learning from this workstream. It was acknowledged that rolling up good practice from the sub-groups and making sure it works on the ground once the GTCS Project ends is important, though accepted it may not be for the NJNC.

The Management Side queried if there is felt to be a problem with communication and if so what forum so it could be addressed.

The Staff Side advised there was no specific concern but reiterated a need to continue such examples of collegiate working going forward. In its view, this was an easy win to find common ground and would be good to jointly give updates, for example Q&A sessions with Staff Side and Management Side.

The Management Side advised joint updates are already happening and are working well. The GTCS Working Group is fully evaluating and reviewing the outcomes from the pilots and will use this to shape the wider roll-out across the sector.

The Staff Side agreed and asked for it to be noted that GTCS lecturer registration came about from this group's discussions.

09/21 Date of Next Meeting

A schedule of meetings has been proposed for 2021/22 and issued to the Staff Side.

The Staff Side requested to meet more frequently on issues that face the sector that Staff Side and Management Side agree on.

The Management Side noted this request.