

Minute of the meeting of the National Joint Negotiating Committee (NJNC) – Side Table (Lecturing) held on Thursday 5 August 2021 at 1000 hours, via Video Conference.

In Attendance	
Anne Campbell	Management Side
Joanna Campbell	“ “
Sue Clyne	“ “
Jackie Galbraith	“ “
Alex Linkston	“ “ (Chair)
Ross Martin	“ “
Alan Ritchie	“ “
Anne-Marie Harley	Staff Side
Eileen Imlah	“ “
Charlie Montgomery	“ “
Jim O’Donovan	“ “
Stuart Brown	Staff Side Secretary
Heather Stevenson	Management Side Secretary
Jillian Cheape	Secretariat
Catherine McCreath	Zoom Administrator

10/21 Welcome and Apologies

The Management Side was in the Chair for this meeting. The Chair welcomed all to the meeting. Apologies were noted from Donny Gluckstein and John Kelly, Staff Side, and Debbie Kerr and Derek Smeall, Management Side.

11/21 EIS-FELA Pay Claim 2021/22

Paper 1 – *EIS-FELA Pay Claim 2021/22* was introduced by the Staff Side at the previous meeting on Thursday 17 June 2021 and was considered by the Management Side and the Employers’ Association.

The Management Side opened the meeting by thanking the Staff Side for its valuable contribution over the past year. The Management Side then presented to the Staff Side the financial challenges facing the sector this year and beyond. In addition, the Management Side noted that discussions with the Scottish Funding Council (SFC) and the Scottish Government regarding medium to long term planning are still ongoing and makes financial predictions a challenge.

Following this short session, the Management Side tabled the following offer and requested the Staff Side take it to their membership for consideration.

A consolidated Pay Award equivalent to Public Sector Pay Policy (PSPP) for 2021-22 for all unpromoted and promoted lecturer scale points. PSPP is as set out below:

- a cash underpin of £800 for those earning £25,000 or less*
- a two per cent pay increase for those earning more than £25,000 and up to £40,000*
- a one per cent pay increase for those earning more than £40,000 and up to £80,000*
- a maximum pay increase of £800 for those earning £80,000 or more.*

The Staff Side thanked the Management Side for providing context around their offer and advised it would like to take time to consider the offer. It was agreed to adjourn the meeting and reconvene for further discussion. It was also agreed that there would be no wider communication beyond that of their respective memberships.

12/21 Date of Next Meeting

It was agreed that the next pay meeting will be, as scheduled, on **Thursday 19 August 2021**.