

Minute of the meeting of the National Joint Negotiating Committee (NJNC) – Side Table (Lecturing) held on Thursday 23 September 2021 at 1500 hours, via Video Conference.

In Attendance	
Anne Campbell	Management Side
Jackie Galbraith	“ “
Debbie Kerr	“ “
Ross Martin	“ “ (Chair)
Derek Smeall	“ “
David Watt	“ “
Donny Gluckstein	Staff Side
Anne-Marie Harley	“ “
John Kelly	“ “
Jim O’Donovan	“ “
Evan Williams	Interim Management Side Secretary (observer)
Heather Stevenson	Management Side Secretary
Stuart Brown	Staff Side Secretary
Jillian Cheape	Secretariat
Catherine McCreath	Zoom Administrator

22/21 Welcome and Apologies

The Management Side was in the Chair for this meeting. The Chair welcomed all to the meeting. Apologies were noted from Alex Linkston, Alan Ritchie and Sue Clyne, Management Side and Eileen Imlah and Charlie Montgomery, Staff Side.

22/21 Minute of Previous Meetings and Any Matters Arising

The minute of the meeting held on Thursday 17 June 2021 was agreed.

The minute of the meeting held on Thursday 5 August 2021 was agreed.

The minute of the meeting held on Thursday 19 August 2021 was agreed.

The minute of the meeting held on Thursday 26 August 2021 was agreed.

23/21 EIS-FELA Pay Claim 2021/22

The Management Side opened the meeting by recapping the movement made by both sides in respect of the EIS-FELA pay claim. It reminded the Side Table that it was agreed at the previous meeting to adjourn and both sides would consider its respective positions. The Staff Side acknowledged the movement by both sides and that it had considered its position but stated it was looking at long term implications for its members and with inflation rising to almost four percent, it could not revise its claim any further.

The Management Side reminded the Staff Side it had started with a consolidated pay award equivalent to Public Sector Pay Policy (PSPP) and had moved its position, after considering points made at a previous meeting, by the Staff Side, and moved to a flat rate payment of £750 which in its view was approximately an increase of 1.9%. The Management Side reminded the Staff Side that any settlement must be affordable and sustainable to the sector and highlighted the recent announcement of an increase to National Insurance and the impact this had on the sector’s finances.

The Staff Side requested clarification from the Management Side on the 1.9%.

The Management Side advised it was a figure from a briefing note prepared by Alan Ritchie which outlines its financial position in terms of the increase in its pay offer, in order to consider the offer in more detail.

The Staff Side asked if the briefing note could be shared. This was agreed.

The Management Side restated that it recognises and values the work of all staff and suggested a mechanism be put in place for a more stable future in terms of funding and referred to the discussions from the last meeting in terms of a joint submission on pay funding to the Scottish Minister in order to build confidence and trust for both sides.

The Staff Side advised it was still seeking an incremental increase on the offer of £750 previously made. The Staff Side presented their rationale for an increased offer, stating that this is reflected by inflation, increase in workload and cost of living, additional GTCS costs as well as growing pressures on the work life balance of lecturing staff.

After some lengthy discussions, the Management Side requested an adjournment to consider the points raised.

Adjournment

Following the adjournment, the Management Side issued a revised offer to the Staff Side of a consolidated Pay Award for 2021-22 of £800 for all unpromoted and promoted lecturer scale points. The Management Side stated this was stretching budgets as there was no flexibility due to the National Insurance increase.

The Staff Side did not feel the increase was significant, however, agreed to take the offer to its executive to ascertain its view and would respond following their meeting on Friday 1 October 2021.

24/21 COP 26 – Opportunities for Additional Funding

The Staff Side requested COP 26 to be an agenda item as, in its view, there are opportunities for funding presented by it being held in Glasgow this year. The Staff Side requested a joint statement be developed, given that there are already discussions in terms of the financial pressures that the college sector faces, linking them to the role FE can play in the transition to renewables, and requested that this item be taken forward for consideration at the next pay claim meeting.

The Management Side welcomed discussions on this item, however, requested the Staff Side's representations in writing for clarity as it was expecting a paper to be submitted on this item prior to the meeting. The Staff Side advised the paper could not be provided due to absence on the Staff Side. The Management Side also advised this item may be better suited for Colleges Scotland Policy team but welcomed a paper from the Staff Side in order that the most suitable route can be determined to progress this matter.

The Staff Side agreed it would prepare a paper on this matter.

The Staff Side asked for clarification of wording included in a Financial Health Report it has sight of. The Staff Side stated the report included the word 'dispute' with regards to EIS-FELA pay negotiations, which has raised its concerns.

The Management Side confirmed that this is not the language it would use and that this is a negotiation not a dispute and would seek to clarify the document that was being referred to as it was not familiar with any financial health report and was concerned that this may be a historical document.

26/21 Date of Next Meeting

Both sides wish to thank Heather Stevenson for her valuable contribution and support throughout the years and wished her well for the future.

The next scheduled meeting of the Side Table (Lecturing) is **Thursday 16 December 2021**, however, it was agreed to reconvene to continue pay discussions if required.