

Minute of the meeting of the National Joint Negotiating Committee (NJNC) – Side Table (Lecturing) held on Thursday 2 September 2021 at 1530 hours, via Video Conference.

In Attendance	
Donny Gluckstein	Staff Side
Anne-Marie Harley	“ “
Eileen Imlah	“ “
John Kelly	“ “ (Chair)
Charlie Montgomery	“ “
Jim O’Donovan	“ “
Sue Clyne	Management Side
Jackie Galbraith	“ “
Alex Linkston	“ “
Ross Martin	“ “
Alan Ritchie	“ “
Derek Smeall	“ “
Evan Williams	Interim Management Side Secretary (observer)
Heather Stevenson	Management Side Secretary
Stuart Brown	Staff Side Secretary
Jillian Cheape	Secretariat
Catherine McCreath	Zoom Administrator

19/21 Welcome and Apologies

The Staff Side was in the Chair for this meeting. The Chair welcomed all to the meeting.

20/21 EIS-FELA Pay Claim 2021/22

The Staff Side opened the meeting by thanking the Management Side for issuing its revised offer, prior to the meeting, and invited the Management Side to speak to its offer.

The Management Side advised it took account of discussions from previous meetings, specifically in respect of the Staff Side’s requests for a flat cash offer with no differentials, as well as the college sector’s severe financial parameters that it must adhere to.

The Management Side advised the Staff Side that it appreciated the work undertaken by lecturing staff, however, any further enhancement would create financial hardship and requested the Staff Side take its revised offer of a consolidated Pay Award for 2021-22 of £750 for all unpromoted and promoted lecturer scale points to its membership for consideration.

The Staff Side advised the flat rate element of the offer was welcome, however, the monetary amount was insufficient and requested an adjournment. This was agreed.

Adjournment

Following the adjournment, the Staff Side noted it is keen to settle negotiations, however, restated the monetary amount was insufficient to meet their expectations and reminded the Management Side that lecturers are faced with increased workload and additional costs due to homeworking and the general impact of the COVID19 Pandemic. The Staff Side then advised it was submitting a revised claim of £1300 on all scale points.

The Management Side thanked the Staff Side for providing a response and requested a further adjournment to consider the revised claim. This was agreed.

Adjournment

Following the adjournment, the Management Side reminded the Staff Side that any settlement must be affordable and sustainable to the sector and advised that a pay award of £1,300 would use 160% of available funding, which would be a significant concern to the college sector's financial sustainability. On this basis, the Management Side suggested it review its next position and take further soundings before continuing discussions.

The Staff Side noted both sides face constraints and was keen to settle negotiations in a manner that would be suitable to both sides, however, it restated its points to the Management Side regarding increasing domestic costs such as broadband and utility bills impacting on lecturing staff.

The Management Side acknowledged there was still great distance between each side, however, there is the issue of affordability and advised it would be happy to share further calculations, in order to demonstrate this.

The Staff Side noted that lecturers faced both financial and emotional costs and stated the view that it is critical to focus the pay award based upon these pressures.

The Management Side stated that, for the avoidance of doubt, it recognises the increase in domestic costs and further advised that there was no surplus, and any savings made during the college closure on utilities were used to support staff and students. However, the Management Side acknowledged the Staff Side's concerns and suggested a joint submission be made on pay funding to the Scottish Government, whilst they are drafting the sector's budget for the next academic year, with the intention of balancing affordability as well as building confidence and trust for both sides.

The Staff Side stated it requires further discussions within its group but welcomed the suggestion of a joint submission on future pay funding.

It was agreed that both sides had moved their positions, however, it was acknowledged there was still great distance between each side.

It was mutually agreed to adjourn the meeting to allow both sides to consider its respective positions.

21/21 Date of Next Meeting

It was agreed the Joint Secretaries would agree a future meeting date.