

**Agreed Minute of the meeting of the National Joint Negotiating Committee (NJNC) – Side Table (Lecturing) held on Thursday 18 August 2022 at 1000 hours, via Video Conference.**

| <b>In Attendance</b> |   |
|----------------------|---|
| Anne-Marie Harley    | Staff Side (Chair)                      |
| Eileen Imlah         | “ “                                     |
| Garry Ross           | “ “                                     |
| Charlie Montgomery   | “ “                                     |
| Anne Campbell        | Management Side                         |
| Derek Smeall         | “ “                                     |
| Alan Ritchie         | “ “                                     |
| Sue Clyne            | “ “                                     |
| Ross Martin          | “ “                                     |
| Gavin Donoghue       | Director of College Employers Scotland  |
| Evan Williams        | Interim Management Side Joint Secretary |
| Stuart Brown         | Staff Side Joint Secretary              |
| Lara Adamson         | Administrative Assistant                |

**01/22 Welcome and Apologies**

The Staff Side was in the Chair for this meeting. The Chair welcomed all to the meeting. Apologies were noted from David Watt, Management Side and Jim O’Donovan, Staff Side.

**02/22 Pay Claim 2022/23**

The Staff Side introduced the EIS-FELA pay claim for a £5,000, flat rated, uplift on all lecturing scale points. They advised that the main rationale behind the pay claim was to coincide with significant rises in inflation and the developing cost of living crisis.

The Management Side thanked the Staff Side for its claim. Management stated they were keen to work together to find a common position and have a year where pay negotiations concluded without there being a dispute.

The Staff Side requested a prompt response to the pay claim.

A request was made that, if possible, the next meeting be face to face. It was agreed that the Joint Secretaries would organise such a face to face meeting.

It was agreed that the Joint Secretaries would produce a schedule of planned meetings for the remainder of the term up to Christmas 2022.

The Management Side requested an adjournment.

Adjournment

Following the adjournment, the Management Side advised that it would provide a formal response to the pay claim within 10 days.

The Staff Side appreciated the timescale for the response and looked forward to hearing the response from the Management Side.

**03/22 Date of Next Meeting**

The date of the next meeting is **Thursday 22 September 2022. (Joint Secretaries to arrange as a face to face meeting if possible).**

## Action Monitoring Log

| <b>Thursday 16 December 2021</b>   |                              |                        |
|--|------------------------------|------------------------|
| <b>Action</b>  | <b>Owner</b>                 | <b>Completion Date</b> |
| Continue discussions on Pay Claim once clarification on the budget announcement has been received.   | Management Side / Staff Side | Complete               |
| Management Side to formally put in writing its proposal for an appeal group to look at the Lecturing Staff National Dispute Resolution Referral. | Management Side              | Complete               |
| Continue discussions on the creation of a new working group to discuss return to work in relation to Covid-19.                                   | Management Side / Staff Side | In Progress            |
| <b>Thursday 27 January 2022</b>  |                              |                        |
| <b>Action</b>  | <b>Owner</b>                 | <b>Completion Date</b> |
| Submit a formal dispute letter to the Management Side.   | Staff Side                   | Complete               |
| Continue discussions on returns to campus.   | Joint Secretaries            | Complete/overtaken     |
| <b>Thursday 17 March 2022</b>  |                              |                        |
| <b>Action</b>  | <b>Owner</b>                 | <b>Completion Date</b> |
| Discuss and consider a new style of minutes going forward.   | Joint Secretaries            | Complete               |
| Provide evidence on the figures quoted in relation to senior staff pay awards.   | Staff Side                   | Complete/Overtaken     |
| Continue discussions on Transfer to Permanency.  | Joint Secretaries            | In Progress            |
| Continue discussions on a referral process relating to Circular 02/21.   | Joint Secretaries            | In Progress            |
| <b>Friday 13 May 2022</b>  |                              |                        |
| <b>Action</b>  | <b>Owner</b>                 | <b>Completion Date</b> |
| Schedule a further meeting on Pay 2021-22.   | Joint Secretaries            | Complete               |
| <b>Monday 30 May 2022</b>  |                              |                        |
| <b>Action</b>  | <b>Owner</b>                 | <b>Completion Date</b> |
| Communicate the outcome of CES Executive Group meeting with regards to the provisional offer.  | Management Side              | Complete               |
| <b>Thursday 16 June 2022</b>   |                              |                        |
| <b>Action</b>  | <b>Owner</b>                 | <b>Completion Date</b> |
| Continue discussions on Covid – Return to Campus.  | Joint Secretaries            | Complete/Overtaken     |
| Continue discussions on Transfer to Permanency.  | Joint Secretaries            | In progress            |
| Continue discussions on Draft Circular STL 01/22.  | Joint Secretaries            | In progress            |
| Share an indicative schedule for Academic Year 2022/23.  | CES Team                     | Complete               |

| <b>Thursday 18 August 2022</b>   |                 |                        |
|--|-----------------|------------------------|
| <b>Action</b>  | <b>Owner</b>    | <b>Completion Date</b> |
| Provide a formal response to the pay claim for 2022/23 to the Staff Side within 10 days. | Management Side | In progress            |