

**Agreed Minute of the Meeting of the National Joint Negotiating Committee (NJNC) – Side Table (Support), on Wednesday 30 November 2022 at 1400-1600, via video conference**

<b>In Attendance</b>	
Debbie Kerr	Management Side
Ross Martin	“ “ (Chair)
Alan Ritchie	“ “
Derek Smeall	“ “
Collette Bradley	Staff Side
Martin Clark	“ “
Chris Greenshields	“ “
Alison MacLean	“ “
Laura McLean	“ “
Lorcan Mullen	“ “ Joint Secretary
Heather Stevenson	Management Side Joint Secretary
Gavin Donoghue	Director of College Employers Scotland
Anne Davidson	Note Taker
Louis Martin	Zoom Administrator

**7/22 Welcome and Apologies**

The Management Side was in the Chair for this meeting. The Chair welcomed all attendees to the meeting. There were no apologies noted.

**8/22 Pay Claim 22/23**

The Chair invited the Staff Side to provide further detail on their Pay Claim. The Staff Side outlined in detail the current, dire economic circumstances facing their members and stated that they expect any pay offer to seriously address the cost of living crisis. The Staff side stated that they were also expecting serious engagement from the Management Side with regard to the terms and conditions included in the pay claim document.

The Management Side acknowledged the current economic situation and the negative effects of this on employees. The Management Side accepted that the current funding situation is stark in terms of the funding gap and advised that today’s offer is based on affordability. On this basis the Management Side advised that they were making a conditional offer of 2% for all support staff with the proviso that it was their intention to approach the Scottish Government, jointly, seeking an uplift to this offer in order to reach an acceptable level.

The Staff Side requested an adjournment to consider the offer, and asked for clarification on what was meant by a conditional offer.

**Adjournment**

Following an adjournment, the Staff Side rejected the offer of 2%, and stated they would not be taking this offer to their members for consideration.

The Staff Side raised the move away from previous flat cash offers, which offer the highest real terms returns to the lowest paid. Staff Side reiterated that a percentage offer disadvantages their lowest paid members and benefits high-earning senior managers most in cash terms, and that this bare 2% offer appeared to fall below even the original Scottish Government Public Sector Pay Policy for 22/23.

The Staff Side stated that they had been expecting engagement in respect to terms and working conditions. The Staff Side stated that an offer that refused to engage with all elements of the claim could not be considered a serious offer.

The Management Side reiterated the employers' position and advised it would negotiate on the pay element of the claim only, and that the terms and conditions elements will continue to be discussed at the appropriate working groups, which would then be brought back to the NJNC for decisions.

The Staff Side did not agree with this position citing a chronic lack of progress in these groups. The Management Side repeated its position and stated that the NJNC meetings should focus on Pay which would hopefully allow for a quicker resolution. Staff Side stated that this is always the employer's argument, but it is not based on fact as it has always been the pay element that delays final agreement in previous years. The Staff Side reminded the employers they were in possession of our pay claim for a number of months and expected a serious response to the various elements.

The Staff Side requested more transparency on the funding and spending of each of the colleges at a local level. The Management Side stated they could not provide local detail but are happy to share the figures from a national position once the figures have been received from the Scottish Funding Council. Staff Side stated that this was not acceptable, and that information relevant to collective bargaining should be available, by statutory right, without recourse to freedom of information requests.

The Staff Side sought clarification on next steps. The Management Side advised that further discussions would follow after the Scottish Government statement on 15 December 2022 as this would give clarity as to the scope of any contribution to funding from the Scottish Government.

The Chair advised that this was his final meeting as Chair and thanked everyone for their valuable contribution to the ongoing negotiations. Thanks were extended to the Chair for his contributions to National Bargaining.

### **9/22 Date of Next Scheduled Meeting**

The next scheduled meeting of the Side Table (Support) is **Wednesday 07 December 2022**.

## Action Monitoring Log

<b>Wednesday 17 March 2021</b>		
<b>Action</b>	<b>Owner</b>	<b>Completion Date</b>
Short paper to update the Side Table on Scope.	Management Side	June 2021
<b>Wednesday 18 August 2021</b>		
<b>Action</b>	<b>Owner</b>	<b>Completion Date</b>
Provide a paper detailing the financial items discussed.	Management Side	Overtaken/Complete
<b>Wednesday 8 December 2021</b>		
<b>Action</b>	<b>Owner</b>	<b>Completion Date</b>
Provide an update on Scope.	Management Side	March 2022
Continue discussions on Job Evaluation Post 2018 Roles.	Joint Secretaries	In Progress
<b>Wednesday 26 January 2022</b>		
<b>Action</b>	<b>Owner</b>	<b>Completion Date</b>
Update the Management Side on its position on the current Pay and Terms and Conditions offer.	Staff Side	Complete
<b>Wednesday 9 March 2022</b>		
<b>Action</b>	<b>Owner</b>	<b>Completion Date</b>
Provide an update on SFC's role in verifying costs.	Management Side	Ongoing
Provide an update on what actions have taken place relating to roles out of Scope.	Management Side	Ongoing
Seek clarity with regards to how NJNC agreements would affect those out of Scope.	Management Side	Ongoing
Provide an update to the Staff Side on whether the report on £400 payment to lecturers has been published. .	Management Side	Complete
Management Side to respond to Facilities Time request.	Joint Secretaries	Complete
Continue discussions on Jubilee Holidays 2022.	Joint Secretaries	Complete/Overtaken
Continue discussions on Long Covid with regards to joint work as a way forward.	Joint Secretaries	Ongoing
Share updated draft Annual Leave Policy with the Staff Side for formal agreement.	Management Side	Complete
Share updated draft National Agreement – Terms and Conditions (Support Staff) with the Staff Side for formal agreement.	Management Side	Complete
<b>Wednesday 26 October 2022</b>		
<b>Action</b>	<b>Owner</b>	<b>Completion Date</b>
Continue discussions on Facilities Time to form a basis for consideration at the next meeting.	Joint Secretaries	Complete

<b>Wednesday 2 November 2022</b>		
<b>Action</b>	<b>Owner</b>	<b>Completion Date</b>
Continue discussions on Facilities Time.	Joint Secretaries	Ongoing