

**Agreed Minute of the Meeting of the National Joint Negotiating Committee (NJNC) – Side Table (Support), on Wednesday 25 January 2023 at 1000-1200, via Video Conference**

<b>In Attendance</b>	
Collette Bradley	Staff Side
Martin Clark	“ “
Chris Greenshields	“ “ (Chair)
John Slaven	“ “
Alison McLean	“ “
Alan O’Donnell	“ “
Liz Connolly	Management Side
Debbie Kerr	“ “
Alan Ritchie	“ “
Derek Smeall	“ “
David Watt	“ “
Heather Stevenson	Management Side Joint Secretary
Lorcan Mullen	Staff Side Joint Secretary
Gavin Donoghue	Director of College Employers Scotland
Jillian Cheape	Secretariat
Anne Davidson	Note Taker
Catherine McCreath	Zoom Administrator

**27/23 Welcome and Apologies**

The Staff Side was in the Chair for this meeting. Chris Greenshields welcomed all to the meeting. There were no apologies.

**28/23 Pay Claim 2022/2023**

The Staff Side requested the Management Side provide an update on whether it was in a position to table a revised pay offer.

The Management Side provided an update to the Staff Side in relation to the recent budgetary announcements, giving particular reference to a 3.8% uplift in funding for the college sector of £26 million. It stated that, following discussion with the Scottish Funding Council (SFC), it had been advised that the uplift is to be utilised as a one-off payment for transitional funding and not for operational purposes. The Staff Side was advised that clarity on the specific purpose of this funding will not be available until mid-late March 2023 following the completion of SFC’s governance process. The Management Side further advised that the college sector believes it will now be a flat cash settlement for 2023/24.

The Management Side confirmed that, following consideration of the sector’s current finances, as set out above, there could be no improvement to the current pay offer and reiterated its previous suggestion of making a joint approach to the Scottish Government for additional funding to reach an acceptable offer.

The Staff Side shared its disappointment that there was no improved offer and at the lack of discussion around the Terms and Conditions items which also form part of its pay claim. In its view, there was a need for better engagement in this aspect of the claim and stated it was keen to progress discussions on Job Evaluation and Pay and Grading as it was important to secure funding for these projects.

The Management Side repeated its position to focus on pay and advised its commitment to providing a written response to the Staff Side on each of the asks on Terms and Conditions and that these matters should be discussed and addressed through the Terms and Conditions Working Group. It was noted by the Management Side that Stage 2 of the Job Evaluation Project was being concluded and this must be completed before commencing the Pay and Grading element. It also noted the Staff Side's previous request for a face to face meeting and that it will identify a date to have this arranged.

### **29/23 Date of Next Scheduled Meeting**

The next scheduled meeting of the Side Table (Support) is **Wednesday 15 March 2023**.

## 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	Complete
<b>Wednesday 8 December 2021</b>		
<b>Action</b>	<b>Owner</b>	<b>Completion Date</b>
Provide an update on Scope.	Management Side	Complete
Continue discussions on Job Evaluation Post 2018 Roles.	Joint Secretaries	In Progress
<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	In Progress
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
Continue discussions on Long Covid with regards to joint work as a way forward.	Joint Secretaries	Ongoing
<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	In Progress
<b>Wednesday 7 December 2022</b>		
<b>Action</b>	<b>Owner</b>	<b>Completion Date</b>
Re-share Scottish Government guidance on the £400 payment to teachers with the Staff Side.	Management Side	In Progress
Continue discussions on Long Covid.	Joint Secretaries	In Progress
Continue discussions on the Pay and Grading element of the Job Evaluation Dispute.	Joint Secretaries	Ongoing
Consider referring the implementation of Circular 02/21 to the Central Committee for full discussion.	Joint Secretaries	March 2023
Respond to the Staff Side on matters around Facilities Time, following a wider CES meeting in January 2023.	Management Side	Ongoing
Provide a response to the Management Side on Scope.	Staff Side	Ongoing
Provide a response to the Staff Side on Procurement matters.	Management Side	Complete

Refer the Staff Governance Standard to the Good Governance Steering Group.	Joint Secretaries	In Progress
Provide a written response to the Staff Side's request for the adoption of a single Local Recognition and Procedures Agreement for the sector.	Management Side	Complete
Provide a written response to the Staff Side's requests a sector-wide review of the calculation of part-time pay.	Management Side	Complete
Provide a written response to the Staff Side around holiday rights for part-time staff.	Management Side	Complete
<b>Wednesday 25 January 2023</b>		
<b>Action</b>	<b>Owner</b>	<b>Completion Date</b>
Provide a written response to the Staff Side's on the Terms and Conditions element of its 2022/23 pay claim.	Management Side	Complete
Arrange a face to face meeting to progress Job Evaluation Stage 2.	Joint Secretaries	In progress