

Approved minute of the meeting of the National Joint Negotiating Committee –Side Table Support Staff held on Wednesday 1 April 2015 at 1400 hrs in Edinburgh College, Milton Road Campus.

In Attendance

Chris Greenshields	Staff Side Chair
Shirley Sephton	UNISON
John Gallacher	UNISON
Keith McKellar	Management Side Chair
Margaret Munckton	
Susan Bald	
John Gribben	Management Side Secretary

01/15 Welcome & Apologies

Apologies were noted from Liz McIntyre

KM welcomed all to the first meeting of the Side Table Support Staff and apologised for the delayed start, this was due to extreme unforeseen travel disruption. KM proposed that any future meetings of the Support Staff Side Table would be held in the West to minimise any travel disruption. This was accepted by those attending.

02/15 Response to pay claim:

Pay Claim:

- £1,000 consolidated flat rate pay rise.
- Annual leave harmonised across all Colleges to the top rate.
- All Colleges to become accredited Living Wage employers.
- Hours of work harmonised to 34 hours per week across all colleges without loss of wages.
- A commitment to pay harmonisation across all of Scotland's Colleges through a fully funded job evaluation without detriment.

Response to Pay Claim:

The due process of seeking individual Colleges signing up to nRPA is not yet concluded. Colleges Scotland are to respond to points on clarification requested by Chairs, the next stage in the process lies with individual employers across the sector.

It is now known that the cost of the Support Staff pay claim would conservatively be in excess of **£4.4m, effectively a 4% increase** in pay, this **does not** include the costs of any other aspect of the pay claim.

The Scottish Government have confirmed that there is no additional funding for a 15 /16 pay award, accordingly any award would need to be funded from existing resources. Initial soundings indicate that the sector is not able to fund the cost of the claim from existing resources.

In addition, since the commencement of National Negotiations the general financial position has significantly changed due to student funding arrangements. While this will impact individual Colleges differently, it does mean that some Colleges will be in a worse position to meet the claim than before.

For the current year we are financially constrained, but we would still like to offer movement on the sectors general pay policy across both sides of the NJNC, and to establish the living wage as the minimum level of pay across the sector.

Staff side set out that it remained willing to negotiate, that it would be seeking living wage accreditation, and recognised that settlement of the full pay claim was a longer term objective, but stressed for the current award, the staff side objective was to achieve something for everyone. Staff side believed that figures produced by Colleges Scotland and the Scottish Funding Council would indicate that reduction in staff numbers will have provided huge savings for the college sector.

Adjournment

03/15

Management side responded that:

It would recommend to the sector that it drives forward the living wage agenda, and that includes the Trade Union request for accreditation.

The joint recognition that the overarching pay claim is a long term aspiration which will require substantial funding. The proposal is that the joint secretaries to the Side Table work together to identify the best way to drive this forward.

That with regard for the request for something for everyone, this sets differing parameters to consider, with the ball being firmly back in management side court. Essential to driving this forward will be the release of the raw data from the data gathering group.

That the NRPA is signed up as soon as is reasonably practical, with it going to boards after the Easter cycle of board meetings.

Both sides comment that the meeting was useful and constructive, with staff side emphasising that they did not want National Bargaining to collapse.