

Approved minute of the meeting of the National Joint Negotiating Committee –Side Table Support Staff held on Thursday 21 May 2015 at 1530 hrs in Edinburgh College, Milton Road Campus.

In Attendance

Keith McKellar	Management Side (Chair)
Margaret Munckton	“ “
Susan Bald	“ “
Chris Greenshields	Staff Side (Chair)
Shirley Sephton	“ “
John Gallacher	Staff Side Secretary
Beth Dickson	Management Side Secretary

4/15 Welcome and Apologies

1. The Staff Side Chair chaired the meeting and welcomed members.

5/15 Minutes of Meeting

1. The minutes of the last meeting were approved as an accurate record.

6/15 Matters Arising

1. The Management Side confirmed that the position on the Living Wage, as discussed at the last meeting, had not yet been presented to the Board of Colleges Scotland, but that a meeting of the Colleges Scotland Board would be called prior to the meeting of Chairs and Principals in June to address this matter. It was confirmed that a joint form of words be agreed by the Joint Secretaries to present to the Board of Colleges Scotland.
2. The Management Side provided case study examples of Living Wage Accreditation which already existed in the sector and the Staff Side requested that these be provided to promote the benefits of being accredited and how this had been achieved.

7/15 Management Response to Pay Claim

1. Before inviting a response from the Management Side, the Staff Side confirmed that they were prepared to discuss a move on their stated position from the last meeting. They reiterated their aim to
 - Have a flat rate payment across the sector recognising that this is the best way to address pay gaps which exist due to previous percentage wage increase.
 - Model the costs of options ranging from £300 to £750 and establish the affordability for the sector, having been supplied with the cost of the £1,000 uplift.
 - Consider pay uplift for 15/16 and the costed options separately from their longer term aim of an evaluated pay, grading and terms and conditions package
 - Have a single set of core condition for their members.
2. The Staff Side expressed concern that the management side had not developed their position based on the discussions at the last meeting and the Management Side committed to providing

a response for a future meeting to take place in June and instructed the Joint Secretaries to work on models based on the Staff Side's position.

3. The Management Side reiterated that this had to be considered within the framework of public sector pay policy and the guidelines on this from Scottish Government.
4. The Staff Side responded that some public sector pay settlements are creeping above one percent and are in excess of this in the private sector. The Staff Side confirmed that their aim is to achieve 49 days leave, including public holidays for their members and a 35 working week and that this position had been informed by the common elements identified through the data gathering exercise completed.
5. The Staff Side stressed that economies of scale could be achieved by having a single sector job evaluation scheme which would prevent colleges contracting with individual consultancies at considerable cost. The Staff Side stressed that any new sector wide scheme would still require funding and proposed that this be presented to SFC/SG for support.
6. The Management Side confirmed that their formal response to the pay claims was that no negotiation could take place until the national RPA was in place.
7. This response concerned the Staff Side who confirmed that without any concrete movement and dialogue on what could be affordable, by the June meeting, they would have to consider their position.