

Approved minute of the meeting of the National Joint Negotiating Committee –Side Table Support Staff held on Thursday 22 October 2015 at 1300 hrs in West College Scotland (Paisley Campus)

In Attendance

Keith McKellar	Management Side (Chair)
Audrey Cumberland	“ “
Susan Bald	“ “
Liz McIntyre	“ “
Rob Wallen	“ “
Chris Greenshields	Staff Side (Chair)
Shirley Sephton	“ “
Cal Waterston	“ “
Alison McLean	“ “
John Gallacher	Staff Side Secretary
John Gribben	Management Side Secretary

21 / 15 Apologies

Staff side Chair welcomed all to the meeting, apologies were noted from Judy Keir

22 / 15 Minutes of Previous Meeting.

The minutes of 27 August were approved

23 / 15 Matters Arising

There were no matters arising.

24 / 15 Pay Offer

Management Side present the pay offer to the Staff Side. Clarity was sought on

- Period of settlement
- How a flat rate cash settlement could be universally calculated.
- How the Living wage would be implemented.

The management side advised that:

- The settlement period would be 12 months
- While there is a willingness to flat rate, this could prove impractical as 1% of any individual college pay bills cannot be exceeded
- It would provide detail around implementation.

The staff side set out that they remained astonished that the management side could not identify a suitable mechanism to implement a flat cash settlement, and that annual leave does not factor anywhere in the pay award.

Adjournment.

Staff side set out that any flat cash pay increase has to be the same for everyone, that a percentage increase only increases the differentials in the sector, the pay offer does not address those on low pay, nor address a number of aspects of its claim. The staff side expressed concern that the offer

as written does not appear to comply with public sector pay policy. The staff side concluded by indicating it is matter for the management side as to how the offer is funded and implemented.

Adjournment.

The management side set out that it must be recognised that 2015/16 is a transitional year as we move from local to national bargaining.

The management side acknowledged the representations made by the staff side, and indicated that it would seek to provide further clarity sought by the staff side.

It was agreed to adjourn the meeting with a proposed date to reconvene of Thursday 29 October 2015.