



Approved Minute of the meeting of the National Joint Negotiating Committee –Side Table Support Staff held on Thursday 21 January 2016 at 13:00 hrs in Edinburgh College (Milton Road Campus)

In Attendance

Keith McKellar	Management Side (Chair)
Susan Bald	“ “
Audrey Cumberland	“ “
Liz McIntyre	“ “
Chris Greenshields	Staff Side (Chair)
Shirley Sephton	“ “
John Gallacher	Staff Side Secretary
John Gribben	Management Side Secretary

01/16 Apologies

Staff Side Chair welcomed all to the meeting, apologies were noted from, Elaine Dougall, Cal Waterson

02/16 Minutes of previous meeting.

After minor amendments, the minute of 19 November & 4 December 2015 meetings were accepted as an accurate reflection of the meetings.

03/16 Matters Arising

No Matters

04/16 Response to Pay Offer

UNISON advised that following their ballot, they confirmed acceptance of the first national pay offer to arise from the National Bargaining Machinery. UNISON were unable to confirm the position of UNITE and GMB, but expected them to follow suit and would confirm as soon as possible.

UNISON set out their expectation that the agreement would be binding on all colleges with the exception of Orkney, Shetland and SRUC, indicating they shared the position as set out at the NJNC central table by the Staff Side that compliance with the outcome National Bargaining was a condition of grant.

Support Staff advised that a joint form of words would be required to advise colleges on implementation.

Management Side welcomed the acceptance, and echoed the positive progress in securing the first national agreement. Management Side advised while the views of the trade unions are respected, for implementation on those colleges who have signed the NRPA the agreement be binding, for others a strong recommendation will be made to implement the same agreement.

Management Side agreed that a joint circular would be prepared, and will include a section for implementation queries to ensure a joint response from the Joint Secretaries is provided.

Both sides were in agreement that now a formal agreement had been reached work now needs to progress with some pace on the commitments set out in the offer.

Staff Side raised concern over the circular on Guidance on Transfer from Local to National Bargaining in particular the Staff Side advised of a local dispute in Glasgow related to Saturday working, it was agreed that terms and conditions should be high on the joint priorities, and given the concern raised by UNISON, a point of clarification would be required on the guidance document.

Staff Side raised the issue of appropriate facilities time being provided, and requested the interim arrangements from 2 days to 4 days per month continue to ensure there is long term investment in the process.

Management Side undertook to seek the agreement of the respective employers to continue with the existing arrangements.

UNISON reminded the NJNC that work still remains outstanding on those employees covered by the NRPA, and set out their position that they considered all Support Staff are in scope of the national machinery.

Management Side advised this would be appropriately addressed through the working group.