

**Approved Minute of the meeting of the National Joint Negotiating Committee –Side Table Support Staff held on Thursday 12 May 2016 at Strathclyde University 1330 hrs.**

**In Attendance**

Keith McKellar	Management Side (Chair)
Shona Struthers	“ “ (Observer)
Rob Wallen	“ “
Chris Greenshields	Staff Side (Chair)
John Bowman (GMB)	“ “
Sally Pickles (UNITE)	“ “
Shirley Sephton	“ “
John Gallacher	Staff Side Secretary
John Gribben	Management Side Secretary

The staff side advised that this was the first of the dispute meetings arranged by John Gribben in accordance with the Dispute Resolution Procedure. The second dispute meeting would be the 19<sup>th</sup> May 2016.

Management Side advised that a response to the dispute letter received had been provided, that it believed any dispute to be premature as progress through normal procedures have not been exhausted.

The staff side explained that the Managements failure to meet deadlines and make any pay offer following the March 21<sup>st</sup> meeting, their failure to implement the April 2015 Pay Award in full, their failure to pay the £100 to all support staff and their unilateral cancellation of pre-arranged meetings had left them no alternative but to go to dispute.

**15/16 Apologies**

Management Side Chair welcomed all to the meeting, apologies were noted from, Cal Waterson, Elaine Dougal, Alex McCluckie, Liz McIntyre, Audrey Cumberland, Susan Bald and Margaret Munckton.

**16/16 Minutes of Previous Meeting.**

It was agreed the minutes from 18 February and 21 March will be considered at the next Side Table.

**17/16 Matters Arising**

**(Facility Time)**

Staff Side set out that they continue to experience problems with securing release to attend NJNC activity, and full time release should be considered as part of the process.

Management Side advised that additional resources have been requested, the transfer of funds from a central resource is an internal issue which is in the advanced stages of being resolved.

Management Side requested if any difficulties are being met with regard to local release these should be immediately brought to the attention of the Joint Secretary.

## **(Organisation of Management Side)**

Management Side set out that since our last meeting progress has been made on developing an Employers Association inclusive of representatives of the Glasgow Colleges that this would be a wholly autonomous body from the Board of Colleges Scotland that the association would be funded which in turn would allow the work activity of the NJNC to progress with more pace.

Staff Side welcomed the greater sign up to the NRPA, and the resources to move work forward, the Staff Side expected this resource to also include a commitment for additional facilities time.

## **(Living Wage)**

Staff Side sought an update on what activity had been progressed to make the Living Wage a reality, Management Side advised that this was part of the overall work plan which would be presented at the next NJNC. It was agreed there should be a joint process to overcome associated problems.

## **(Pay implementation Queries)**

Staff Side advised that queries remained outstanding, it was agreed Staff Side would forward additional queries and these would be taken forward by the Joint Secretaries. Staff Side proposed a regular agenda item of non-compliance with agreement to be placed on the agendas, Management Side expected such activity would be overtaken with the detailed work plan.

## **(£100 including in the lecturer pay offer)**

Staff Side set out that as agreed the £100 should be automatically provided to support staff, that this money was owed and due now. Management Side advised this would be addressed under the Pay offer item on the agenda, and confirmed that the £100 was an integral part of the core rationale behind the offer made to lecturing staff of an average of 2.5% over two years, Staff side had available what they believed to be evidence that the £100 was part of the 2015/16 settlement for lecturers and that several individual colleges had agreed, in writing, to pay this money under the terms of the 2015/16 pay award for support staff. The agreed payment of £100 was subsequently withdrawn by the colleges and the support unions advised they were now preparing individual disputes for failure to pay agreed settlements.

## **(Leave Entitlement)**

Staff Side set out that this had not been progressed in line with agreement, Management Side advised the previous information gathered on annual leave on which decisions were expected to be made was inaccurate and unreliable. To that end a further exercise has been undertaken as it would not have been appropriate to progress leave entitlement on the basis of unreliable data. It was agreed to schedule a further meeting with the group to consider and progress Annual Leave – it was confirmed that the relevant information had been shared with the Staff Side. Staff Side advised that they were not given sight of the annual leave information gathering questions before distribution, as was agreed, nor was the data returned from colleges by the 31<sup>st</sup> March 2016, as was also agreed. The partially completed data had not been distributed to the staff side until 27<sup>th</sup> April 2016.

Management Side provided an explanation for the administrative oversight, and advised that all information received by Collages Scotland had been provided to UNISON on 27 April, with the remainder of the information being provided on 6 May. When asked, UNISON confirmed that the annual leave information questions were accurate and no information was missing from them.

## **(Staff In scope within NRPA)**

Staff Side considered this work has been unreasonably delayed, the work group should meet again and report back to the Central Table. It was agreed the Management Side Joint Secretary would take this forward, Management Side advised there is clear differential between colleges who are signatories to the NRPA and not implementing agreements, to colleges not implementing agreements to employees not covered by the scope of the NRPA, with the NJNC having no influence over the later.

## **Adjournment**

## **18/16 Pay Offer**

Management side advised that there was no reneging on any agreement reached and confirmed that:

1. That it would honour the £100, and this would be paid at the earliest opportunity.
2. That the flat cash uplift for 2016/17 will be calculated using the same principle and methodology as that applied to lecturing staff.
3. Using that principle and methodology, it was confirmed that this uplift was part of an overall package equivalent to 2.5% over two years (2015/16 – 2016/17), using a median salary for support staff. Therefore, in calculating the pay uplift, the median salary for support staff will be utilised, that presents a formal flat cash offer of £230 for 2016/17 which would be paid in addition to the aforementioned £100.

Staff Side responded that:

It welcomed the £100, covered by the agreements made in the April 2015 pay award made to support staff

- £230 is nowhere near the amount of the pay claim, and is simply not an acceptable offer
- The offer is hugely disappointing, we do not have two workforces
- That there is clear discrimination evident, and it appears a two tier workforce is being created
- Implying support staff are worth half the value of lecturers is nothing more than insulting
- Any flat rate offer should apply to everyone
- Support Staff want exactly the same as lecturers and will not accept a penny less
- The offer made fails to comply with Public Sector Pay Policy
- There is no difference between Lecturing and Support staff, therefore the offer should reflect this.
- The offer equates to unequal treatment without any justification, and fails to address the basic principle of equality of pay.
- It appears the message to staff is the Management Side only respond to bad behaviour and get paid for it

Management Side acknowledged the financial value of the offer differs, however the core rationale is the same that was applied to lecturing staff. As negotiations for both groups are undertaken at separate tables this is a matter for the staff side to address collectively. Management Side confirmed the decision not to deduct strike pay is a situation that would not be repeated.

**Date of Next Meeting 19 May 2016**