

Approved Minute of the meeting of the National Joint Negotiating Committee – Side Table Support Staff held on Thursday 16 June 2016 at 1400 hrs in EIS Offices, 46 Moray Place, Edinburgh.

In Attendance

Alex Linkston	Management Side (Chair)
Susan Bald	“ “
Jillian Cheape	“ “ Observer
Elaine Hart	“ “
Liz McIntyre	“ “
Chris Greenshields	Staff Side (Chair)
John Bowman	“ “
Martin Clark	“ “
George Rice	“ “
Cal Waterson	“ “
John Gallagher	Staff Side Secretary
Debbie Kerr	Management Side Secretary

19/16 Apologies

Management Side Chair welcomed all to the meeting, recognising this had started later than expected and acknowledging that this was a reconvened meeting.

Apologies were noted from, Judy Keir.

20/16 Salary Negotiations

Management Side provided the background to the meeting today. A pay offer had been made to the Staff Side on 12th May 2016 which had been rejected by the Staff Side. Management Side maintains that the offer was made in good faith and would seek to continue negotiations. A number of activities had taken place since the last meeting with a short life working group on annual leave having taken place and the newly formed Employers’ Association having also met. The Employers’ Association had considered the pay offer and were now tabling a final pay offer for 2016/17.

Copies of the final pay offer were distributed.

Management Side confirmed that this was the same increase as lecturing staff. £100 plus £230 was the final offer which equates to 2.5% of median salary which is the same as lecturing staff. In addition, annual leave would be a minimum of 36 days 27 plus nine days to be agreed locally. Management Side believe this offer to be reasonable given the economic environment.

Staff Side provided clarity that there had been two dispute meetings and that this further meeting was to receive an improved offer.

Staff Side acknowledged the mechanisms that had been established to create the Employers’ Association which would speak for all 26 Colleges or all of those who have signed up. Staff Side noted that this was the first sight of the final pay offer and that without the need for adjournment or to consult with members who make up 4000 FTE support staff the offer is rejected. It is extremely disappointing and does not move on the money and treats support staff as second class citizens. They pointed out that in their view a flat rate is the same flat rate for everyone in the sector. Staff Side added that the Management Side are expressing the offer as 2.5% over two years however, the Staff Side do not recognise that. Staff Side said they view the offer as an insult and reject it outright.

Staff Side acknowledged that there was a slight move on annual leave but looking at the graph this move was to the lower end of the scale and not even the median – this also is rejected outright.

Staff Side added that lecturing staff were about to break up for eight weeks and adding five or 10 days to annual leave would make no difference to efficiency within colleges and indeed one college already had 51 days' leave.

Staff Side confirmed that Unite, GMB and UNISON would now proceed to a ballot over industrial action over the summer time with a view to action being taken in the August.

Staff side added that they would settle for nothing less than £450 as this was what lecturing staff were offered and accepted and there are not two workforces. In the opinion of the Staff Side to offer anything different would be discriminatory.

Staff Side commented that their members would support a ballot.

Management Side acknowledged the Staff Side disappointment and requested that the Staff Side not let this set back ruin the previous good relations for the future. Management Side hoped that the Staff Side would work on a parallel agenda to take forward the other work of the group.

Staff Side commented that the offer did not even meet current public sector pay policy which is £400. Last year the offer had been bound by that and this year the offer does not look at public sector pay policy.

Staff Side indicated that they were prepared to continue discussions and would make themselves available to meet if the door was still ajar and the Management Side were prepared to carry out serious negotiations.

Management Side confirmed that this was the final pay offer.

Staff Side therefore moved to close the meeting.

Date of Next Meeting – Not discussed