

Approved Minute of the meeting of the National Joint Negotiating Committee –Side Table Support Staff held on Thursday 19 May 2016 at 1400 hrs in City of Glasgow College.

In Attendance

Keith McKellar	Management Side (Chair)
Susan Bald	“ “
Audrey Cumberford	“ “
Chris Greenshields	Staff Side (Chair)
John Bowman	“ “
Shirley Sephton	“ “
Martin Clark	Staff Side Secretary
Debbie Kerr	Management Side Secretary

15/16 Apologies

Management Side Chair welcomed all to the meeting, recognising this had started later than expected to allow the Staff Side time to discuss papers which had been issued the previous day and noted that the meeting would have to conclude at 15:00 hrs due to other commitments on the Management side. It was agreed that any business outstanding from the meeting would be subject to a postponement and would be picked up at a future date. Staff Side requested that papers are provided several days before a meeting, to allow for reading and discussion, not as happened on this occasion at 4pm the previous day. Apologies were noted from, John Gallagher and Elaine Dougal.

The Staff Side requested attendance at future meetings of observers to provide continuity in the absence of members. This was agreed and it was noted that this may also be the case on the Management Side.

16/16 Minutes of Previous Meetings.

The Staff Side reminded Management that this was also a dispute meeting and it was agreed to deal with this under matters arising.

The minute of 12th May was not yet available. The minute of 18th February was discussed and the Staff Side indicated that they had sent through some amendments to the minute which were not included in the version available. The minute of 18th February was approved subject to the agreed changes being made.

The minute of 21st March was discussed and although the staff side acknowledged that the Management Side were now saying that the £100 was attributed to 2015/16 the Staff Side maintained that this words “attributed to” had not been used at the meeting and requested that it be removed.

The Management side clarified that the £100 was part of the two-year deal within the envelope of the 2.5% available.

The Staff Side insisted that the dates detailed as changes within the minute were accurate although the Management Side had no recollection of specific dates being discussed. It was agreed that this would be referred back to John Gribben for clarification.

Management Side advised that this minute would be a record of the meeting but not an agreed minute.

17/16 Matters Arising

Staff Side welcomed the communication sent to Colleges to implement the £100 payment at the earliest opportunity and indicated that there had been some differing interpretations of the implementation of this for staff on conserved salaries. Staff Side requested that a clarification email be sent to Colleges indicating that the £100 pro rata should also be paid in 2015/16 unconsolidated to conserved staff and consolidated for all other staff. Staff side asked that this be treated with a matter of urgency. Management Side agreed to take this as an urgent action.

Management Side confirmed that a meeting had been arranged for 23rd May in Stirling to take forward the Annual Leave Working Group.

Staff Side confirmed that they were still in dispute and this would remain until an acceptable pay offer had been made.

Management Side said that they recognised the dispute however it was disappointing as they were still in negotiations and were still talking and significant steps were being made. The project plan and the work of the annual leave group were testament to this. Management Side confirmed that nominations for the Employers Association were due in on Monday and following that there would be a meeting arranged to allow Management Side to come back with a pay offer.

Staff Side also indicated their disappointment and indicated that if they had been treated the same as EIS members then this would not have been the case. The staff side detailed the several occasions Management had failed to meet with them, cancelling meetings without staff side agreement, missing deadlines stated in the 2015/16 award, failing to implement the 2015/16 award in full and the lack of negotiation for the 2016 pay claim when they were able to submit and settle the EIS 2016/17 claim at one meeting. Management Side explained that things had moved on since the negotiations with the EIS and it was not in their gift to make a pay offer without first meeting with the Employers Association.

18/16 Draft Project Plan

Management Side proposed the draft project plan and asked Staff Side to consider if there was anything missing or gaps in the plan. Management Side indicated that there was significant work streams within the plan and that the Staff Side should consider time scales and perhaps identify the “big ticket” items as priority and perhaps leave some of the policy work until later.

Staff Side agreed as long as the lower priority items remained part of the plan and worked on immediately should it become necessary.

Management Side confirmed that the staffing of the Employers Association would provide additional resource to gather data and would assist in the achievement of all of the project plan items.

Staff Side agreed to look at the plan and feed in any suggested amendments to time scales and identify any perceived gaps in work streams.

Adjournment

Management Side apologised for the shortened meeting and agreed to arrange a further meeting. Staff Side agreed that they would not escalate their dispute until they had had the chance to meet again provided it was not too distant a date.

Date of Next Meeting – To be arranged following the Employers Association meeting.