

Approved Minute of the meeting of the National Joint Negotiating Committee –Side Table Support Staff held on Monday 21 March 2016 at 1300 hrs in City of Glasgow College.

In Attendance

Keith McKellar	Management Side (Chair)
Audrey Cumberland	“ “
Judy Keir	“ “
Liz McIntyre	“ “
Rob Wallen	“ “
Chris Greenshields	Staff Side (Chair)
Shirley Sephton	Staff Side
John Gallacher	Staff Side Secretary
John Gribben	Management Side Secretary

11/16 Apologies

Management Side Chair welcomed all to the meeting, recognising this was called at relatively short notice, apologies were noted from, Cal Waterson and Elaine Dougal.

12/16 Minutes of Previous Meeting.

As this was an extraordinary meeting called by the Management Side the previous minutes were not considered, the minutes from 18 February and 21 March will be considered at the next Side Table.

13/16 Matters Arising

To be considered at the next meeting.

14/16 Update from Management Side

Management Side set out the terms of the agreement reached with the EIS following extensive negotiations ending in the early hours of Saturday 19 March 2016, which in financial terms equates to an average of 2.5% over two years, the Support Staff advised that they had been provided with the terms:

Management Side were keen to advance 2016/17 negotiations following the two-year settlement agreed in principle with the EIS, Management Side set out:

- It will honour the £100 top up for Support Staff provided to the EIS 2015/16.
- It remained committed to delivering a flat cash settlement for the Support Staff.
- It will work within the same parameters agreed with the Lecturing staff of an average increase of 2.5% over two years, inclusive of the £100 .
- To achieve this a median figure for Support Staff would need to be agreed.

The Support Staff set out their position, primarily:

- There is one workforce and the same level of flat cash should be applied evenly.
- To be fair and equitable the same £450 should be offered, a unified approach should be adopted.
 - As the Lecturing Staff pay bill is higher than the Support Staff, applying a different median to a flat cash settlement sets a dangerous precedent going forward.
- Some aspects of the 2015/16 settlement remain outstanding for Support Staff.
- Updated living wage payment of £8.25 to be applied now (from 1 April 2016).

Adjournment

Staff side set out their disappointment that differing approaches to flat cash may be taken in the sector, and strongly emphasised that the cash quantum should be the same. Staff side set out their belief that a fully funded job evaluation scheme, built on an agreed principle of no detriment, should commence immediately, with a start date of 1st April 2016 for any grading uplift.

Management side explained that given the difference in the lecturing and support staff pay bills, the methodology used to calculate that average increase of 2.5% over the period would clearly be different for both sides.

The Support staff set out its position very clearly on Monday, specifically:

- The expectation that the £100 flat rate to be paid, as agreed.
- That the same financial flat rate £450 is applied.
- That total leave package to be agreed.
- Any route to harmonisation to mirror the Lecturing staff offer of completion by April 2019.

The Management Side advised it expected to make a monetary offer prior to the Easter break, with a further offer to follow inclusive of annual leave. The Management side expected the inclusive offer would be issued just after the Easter break. Management Side reminded the NJNC that we previously agreed to “address as a priority leave entitlements across the sector by 31 March 2016”. However, it is evident that the information gathered to inform this process which has been shared with the staff side is both inaccurate and unreliable. Accordingly, it was agreed by representatives from both sides on 14 March 2016 further data collection exercise is being undertaken in this area.

The Management Side advised it will be required to consult its constituents on a total leave package.

Date of Next Meeting –The week after the Easter break