

Approved Minute of the meeting of the National Joint Negotiating Committee –Side Table (Support) held on Thursday 9 February 2017 at 1330 hrs at City of Glasgow College, City Campus, Glasgow.

| In Attendance | |
|----------------------|-----------------------------|
| Alex Linkston | Management Side (Chair) |
| Debbie Kerr | “ “ |
| Andrew Lawson | “ “ |
| Stuart Thomson | “ “ |
| Jillian Cheape | Management Side Observer |
| John Bowman | Staff Side |
| Chris Greenshields | “ “ |
| Alison MacLean | “ “ |
| Shirley Sephton | “ “ |
| Heather Stevenson | Management Side Secretariat |
| John Gallacher | Staff Side Secretary |

01/17 Apologies

Management Side Chair welcomed all to the meeting, and noted apologies from Annette Bruton and Cal Waterson.

02/17 Minutes of Previous Meetings

The minutes of Thursday 15 September 2016 were approved as an accurate minute of the meeting.

03/17 Matters Arising

The Staff Side requested that reference to *“a shared aspiration that moving forward papers would be issued in sufficient time for both sides to consider these and have an opportunity to consult prior to meeting being held”*, in the minute of Thursday 15 September 2016 (28/16) should be noted as a definite request.

The Staff Side requested a progress update on Living Wage Accreditation in the sector. Management Side provided a verbal update and advised that further advice would be issued to the sector to progress accreditation during 2017 as only four colleges currently had achieved accreditation. The Chair also confirmed that a report would be considered by the Employers’ Association on sector progress.

Action: Management Side Secretary

The Staff Side registered disappointment that they had not received a response to letters containing questions in relation to the application of the pay award. This was noted and it was agreed to have a meeting of the Chairs and Joint Secretaries to review the lessons learned from the period of dispute and industrial action.

Action: Management Side Secretary

It was agreed that there would be a presentation of Workforce for the Future at the next meeting.

Action: Management Side Secretary

04/17 Pay 2017 Support Staff Claim

The Staff Side Joint Secretary gave a verbal report on the Staff Side Pay Claim for 2017/18. This would be provided in writing following this meeting.

Action: Staff Side Secretary

The Staff Side requested that the matter be responded to and settled at an early date. This was noted.

05/17 NJNC Workplan 2017/18

The Chair confirmed that a presentation on Workforce for the Future would be presented at the next meeting and that moving forward a 'one workforce' model would be supported by the introduction of National Job Evaluation, a single pay spine for all staff and standardised conditions of service. The Chair also advised that Graeme Stephen had been appointed to lead the job evaluation project and would start in March 2017, and would be invited to an early meeting of the Side Table.

There will be a joint approach between the Management Side and Trade Union to all aspects of the National Job Evaluation Project.

The Staff Side sought to establishment of an early Group on Organisational Change, as well as those in train (Grievance and Disciplinary; Annual Leave for Support Staff; etc.)

Staff side re-iterated that it wished to see one flat rate pay award applied to all staff equally in the sector.

Management noted this and said it was its view this could lead to recruitment problems in the sector.

Date of Next Meeting

The date of the next meeting was left to be arranged.