



Approved Minute of the meeting of the National Joint Negotiating Committee – Side Table Support Staff held on Thursday 22 June 2017 at 1100 hrs in Forth Valley College, Stirling.

In Attendance	
Alex Linkston	Management Side (Chair)
Annette Bruton	“ “
Debbie Kerr	“ “
Stuart Thompson	“ “
Graeme Stephen	“ “ (Observer)
Heather Stevenson	“ “
Chris Greenshields	Staff Side
Audrey Manning	“ “
Shirley Sephton	“ “
Nick Steff	“ “
John Gallagher	Staff Side Secretary
John Gribben	Management Side Secretary

38/17 Apologies

The Management Side Chair welcomed all to the meeting. No apologies were noted.

39/17 2017/18 Pay Claim

The Management Side advised that they had listened carefully to what the Staff Side had said at the previous meeting and had reported back to the Employers’ Association for a revised mandate. The Management Side advised that the employers were mindful of the recent Audit Scotland report and the limited funding which was available to the sector. The Management Side advised that instead of presenting a low offer which would be subject to negotiation, they were prepared to present an offer which reflected the absolute upper limit of the employers’ position.

The offer presented was for a flat rate £425 increase for all support staff and increasing annual leave entitlement to an inclusive amount of 44 days for all staff, both to be applied on a pro rata basis for part time employees. The offer also included a commitment to applying the outcome of the National Job Evaluation exercise from 1st September 2018.

The Staff Side requested clarification on a number of points including whether staff would receive a ‘no detriment’ commitment in terms of annual leave entitlements, a request for parity with the EIS should they negotiate a higher pay award, how the award would be applied to staff on salary conservation, when the new leave entitlement would be applied from, and how the award would be applied to leavers.

The Management Side confirmed that the increased leave entitlement would be from 1st April 2017 and that there would be ‘no detriment’ applied to current staff in receipt of higher leave entitlements. They also advised that if the Staff Side requested a parity clause with EIS it would have to work both ways in that if EIS were offered a lower award that may have to be applied. The award would also not be automatically paid to leavers after the date of the agreement.

Adjournment

The Staff Side advised that they felt the offer contained a mix of good and bad elements. They advised that they were receptive to agreeing a date of 1st September for job evaluation, but were disappointed at the level of the pay offer and annual leave.

The Staff Side had hoped that the amount of £425 would have been increase by the level of inflation, approximately 2.7% and that they were disappointed that there was no mention of unsocial hours or other allowances. They also wanted to include the equality clause with the EIS Pay Claim.

The Staff Side felt that the annual leave offer was not acceptable given their previous position, but would be prepared to put it to their members as an interim measure with a commitment that the maximum position of 49 days would be reached over a longer period.

The Staff Side requested that a complete package of terms and conditions be addressed and agreed by April 2018. If this was agreed, they would take the unsocial hours claim off the table and also remove the annual leave dispute.

The Management Side advised that they were disappointed that the Staff Side had turned down the offer and were prepared to take it off the table. The Management Side had been clear that the offer was not up for negotiation as it was the absolute maximum offer which could be made.

The Staff Side responded that they wished to continue to discuss the offer but there should be room for negotiation. They clarified that they were looking for, as a minimum, 2.7% to be added to the £425, giving a total f £436. They confirmed that they were willing to put the annual leave offer to their members, but also advised that 49 days was their 'red line' and might only be able to agree a lesser amount if it was seen as an interim measure. They also confirmed that they were looking for conditions of service discussions to be concluded by 31st March 2018.

The Management Side advised that the proposed annual leave entitlement was already a significant increase for most colleges and that the proposed flat rate amount was in excess of Public Sector Pay Policy. The Management Side felt that this was a respectful and fair offer, particularly when seen as a package.

The Staff Side confirmed that they wished to move forward looking at the offer as a package but would wish to give further consideration to the proposed elements once the offer had been given in writing.

Adjournment

Copies of the final pay offer were distributed and the Staff Side were asked to consider the contents and a date would be set to continue discussions.

Date of next meeting

It was agreed that the Joint Secretaries would agree a date for the next meeting (subsequently confirmed as Thursday 29 June 2017 at 1430 in Stirling).