

Approved Minute of the meeting of the National Joint Negotiating Committee (NJNC) – Side Table (Support) held on Wednesday 14 February 2018 at 1000 at Edinburgh College, Milton Road, Edinburgh.

In Attendance	
Chris Greenshields	Staff Side (Chair)
Audrey Manning	“ “
Patricia Murray	“ “
Nick Steff	“ “
Cal Waterson	“ “
Annette Bruton	Management Side
Debbie Kerr	“ “
Alex Linkston	“ “
Graeme Stephen	“ “
John Gallacher	Staff Side Secretary
Heather Stevenson	Management Side Secretary

13/18 Welcome and Apologies

The Staff Side Chair welcomed all to the meeting. Apologies were noted from Stuart Thompson, Carol Turnbull and Alison MacLean.

14/18 Minutes of Previous Meetings

The minutes of the meetings held on Thursday 14 December 2017 (as amended) and Thursday 18 January 2018 were approved.

15/18 Matters Arising

Severance Schemes/Modern Apprentices

The Staff Side advised that all colleges will be subject to Freedom of Information (FOI) requests on the above and outlined their intention to bring gathered data back to the NJNC for consideration. In addition, the Staff Side advised its paper on Modern Apprentices was a claim on their behalf and should still be responded to accordingly by the Employers’ Side.

The Management Side advised that these matters remain out of scope of the National Recognition and Procedures Agreement (NRPA) and in addition advice received from the Poverty Alliance confirmed that Modern Apprentices did not have to be paid the Living Wage. The Staff Side commented that the findings of a recent Funding Review recommended that students are paid a Living Wage. Apprentices should be no different.

The Staff Side advised that both matters remained on their agenda and would be raised at future meetings. This was noted.

NRPA Signatories

The Staff Side raised a concern related to UHI colleges, specifically the Staff Side sought clarity as to UHI future intentions as they considered there appeared to be an attempt from some UHI colleges to withdraw from National Bargaining. The trade unions advised that they are requesting an urgent meeting with UHI colleges to discuss the matter. In addition, the Staff Side added that they considered all colleges employees should be included on the NRPA.

The Management Side noted the trade union position.

Annual Leave

The Staff Side advised that it was aware of issues locally with applying the change to the annual leave year. The Management Side advised that these issues should continue to be discussed at local level and that national guidance had been issued to assist with any transition.

Organisational Change

The Staff Side expressed disappointment that the Employers' Association had not yet considered its proposals related to the above and its call for a moratorium on placing staff in financial detriment which were issued in December and advised that they could not tolerate the discrimination as four-year protection was delivered for the EIS. The Staff Side advised that they would be seeking a meeting with the Minister to discuss.

The Management Side advised that the trade union proposals in relation to the above would be considered at the Employers' Association meeting in March and a response would be provided thereafter.

Transfer to Permanency

The Staff Side expressed disappointment that the Employers' Association had not yet considered its proposals related to the above and advised that it would also raise this issue with the Minister.

The Management Side advised that the trade union proposals in relation to the above would be considered at the Employers' Association meeting in March and a response would be provided thereafter.

Tribunal Decision related to City of Glasgow College and the £100

The Staff Side requested an update. The Management Side advised that the tribunal decision affected City of Glasgow only. A guidance note is being prepared for the sector related to the above but, for governance reasons, this matter will have to be considered by the Employers' Association in the first instance.

Scope of the NRPA

The Staff Side requested an update. The Management Side advised that a small executive group had been established to review the NRPA and that at this stage no timescale could be given for the completion of the work. The Staff Side requested further information on the make up and frequency of this group.

Facility Time

The Staff Side advised that they consider they have insufficient facility time and in addition they have current issues at one individual college. The Staff Side were again invited to contribute to the draft National Policy which was circulated in 2017. The Staff Side advised that they would respond to the Facility Time paper within two weeks, but then seek to discuss operational considerations rather than policy protocols. The Staff Side would continue to raise the local issue directly with the college concerned. Management agreed to also speak to the college concerned to try to assist.

The Management Side noted the comments and hoped that the recent changes to the provision of facility time at national level had gone some way to alleviating issues.

16/18 Terms and Conditions Working Group.

The draft action note of the meeting held on Wednesday 10 January 2018 was approved and a short update was provided on the meeting held on Tuesday 6 February 2018. It was noted that work was continuing outwith the group meetings to collate and analyse data.

17/18 Living Wage Accreditation Update

The Management Side provided a verbal update on progress to date and it was noted that six NRPA signatory colleges remain outstanding. The Staff Side expressed disappointment that the colleges had not yet achieved accreditation. It was agreed that a report would be provided at the next meeting. The Staff Side expressed frustration that the six colleges were preventing sectoral accreditation and a potential “good news” story for the sector.

18/18 Job Evaluation

The Management Side provided an update following the Employers’ Association residential. It advised that a national process of job evaluation had been approved and that further work was now required by the NJNC – Job Evaluation Working Group to consider the operational requirements and arrangements for such a scheme.

The Staff Side sought clarification related to the funding of any scheme, specifically how much has been allocated, whether this has been ringfenced and whether the Scottish Funding Council (SFC) can hold back any allocation until impact at college level is known.

The Staff Side were advised that discussion would be ongoing with SFC regarding the overall funding of this project. It was agreed that, as this was a joint project, collaborative and clear communication would be required.

The Management Side also advised that further discussion was required with the Employers’ Association in taking the project forward, particularly with reference to identifying the potential resourcing and funding issues.

The Staff Side re-iterated their opposition to involvement in a scheme which resulted in any financial; detriment to support staff and were confident that this could be avoided.

19/18 Pay Claim 2018/19

The Staff Side spoke to its submitted paper and highlighted the need for a fair and reasonable settlement.

The Staff Side indicated that it may be willing to consider discussions around changing the settlement date, combining the discussions with the outcomes of the job evaluation exercise and including discussions on terms and conditions of service. Specifically, the Staff Side requested the introduction of a national pay spine. The Management Side invited the Staff Side to submit proposals to outline its thoughts on this issue.

The Management Side noted the comments and advised that a response would be provided following discussion of the Pay Claim at the Employers’ Association.

Date of Next Meeting

The next meeting is Wednesday 14 March 2018. Venue and time to be confirmed. The Staff Side offered to host in its offices.

AOCB

The Chair asked if there was any other business.

The Staff Side asked if there had been any progress on staff development and training for support staff. The Management Side confirmed that a meeting would be arranged through CDN to progress this.