

**Minute of the Meeting of the National Joint Negotiating Committee (NJNC) – Side Table (Support), on Wednesday 26 January 2022 at 1400-1600, via video conference**

<b>In Attendance</b>	
Jackie Galbraith	Management Side
Debbie Kerr	“ “
Alex Linkston	“ “ (Chair)
Ross Martin	“ “
Sarah-Louise Nandadasa	“ “
Alan Ritchie	“ “
Derek Smeall	“ “
David Watt	“ “
Colette Bradley	Staff Side
Martin Clark	“ “
Chris Greenshields	“ “
Alison MacLean	“ “
Audrey Manning	“ “
Alan O’Donnell	“ “
John Slaven	“ “
Zelda Franklin-Hills	Interim Management Side Secretary
Jillian Cheape	Secretariat
Catherine McCreath	Zoom Administrator
John Gallacher	Staff Side Secretary
Lorcan Mullen	Regional Organiser, Head of Higher & Further Education

**38/21 Welcome and Apologies**

The Management Side was in the Chair for this meeting. The Chair welcomed all to the meeting. There were no apologies.

**39/21 Pay and Terms and Conditions Claim 2021-22**

The Management Side opened the meeting by providing an update on the sector’s financial position following the draft budget announcement. The Staff Side was advised there is indication from the Scottish Funding Council (SFC) that the sector will be looking at a flat cash settlement which will be a real-terms cut to the sector’s budget, particularly as inflation is above 5%. The Management Side stated the flat cash settlement is for the fiscal year of April 2022 to March 2023 and SFC has still to convert this into an academic year budget and is expecting to see further detail on this conversion in late in March 2022.

Based on the indications received from the draft budget announcement and SFC, the Management Side stated there is unlikely to be any significant movement on the budget and the sector is looking at a loss of COVID consequences and other one-off funding streams including mental health and digital capacity. Once further details are received from SFC, the Management Side stated it would be happy to discuss the details, in full, with one of the Staff Side representatives and identify any core and one-off fundings.

Following its update on the sector’s financial position, the Management Side advised there was no change to the offer made in December 2021. The Management Side reminded the Staff Side of its suggestion from earlier meetings in terms of joint representation to the Scottish Government and stated it was keen to do this as soon as possible.

The Staff Side welcomed the suggestion of joint representation to the Scottish Government and for full discussions with the Management Side to take place on the details of the financial position once these have been identified. In terms of pay, the Staff Side acknowledged that the current offer is higher than Public Sector Pay Policy for some groups, however advised it was seeking movement from the one-off recognition award of £150 into the consolidated element of £850. The Staff Side stated it was also facing the consequences of inflation and increase in living costs, and that the offer, as it stands, is a pay cut to its members.

The Staff Side wished to note the loss of a wellbeing day which was discussed at the dedicated day in October 2021 and suggested there is an increase in the current offer of seven hours career development. The Staff Side stated a commitment in the 2018 pay deal was made in terms of exploring new national training programmes for support staff through a partnership with the College Development Network, however no progress has been made.

The Management Side reminded the Staff Side of the significant movements it has made during these pay negotiations and that its offer has gone beyond that of PSPP. It stated it has also agreed to look at the feasibility of a Four-Day Working Week, green travel allowance, the carry forward of annual leave as well as a career development day. The Management Side stated it has given a lot of thought to the claim and is sympathetic with the Staff Side in terms of workload and increased living costs however, if the one-off award was moved to the consolidated element, it would put a significant strain on colleges. The Management Side was clear that there was no movement on the pay element.

The Staff Side questioned the prospect of an increase of seven hours to fourteen hours for career development activity.

The Management Side questioned whether the increase of career development hours would help reach an agreement for 2021-22.

The Staff Side advised it is still looking for movement in pay but an increase in career development days may help the overall package. The Staff Side further stated it is already seeing impacts in the sector and stated there are disputes over the closure of nursery facilities and the review of catering operations and there have been voluntary severance programs across colleges. It stated this has put pressure on staff and it would be keen for further work to be done in terms of guarantees around no compulsory redundancies and improved mental health provision.

The Staff Side was reminded of the charity status of colleges and the sector's legal obligations to balance its books. The Management Side stated the sector has been hard hit by the future settlement and that mental health funding has been cut from this settlement. It stated that these are the issues which can be presented, jointly with the Staff Side, to the Scottish Government.

After some discussions, the Management Side requested an adjournment to consider the points raised.

### Adjournment

Following the adjournment, the Management Side presented the Staff Side with a final offer, with one amendment to the career development hours and requested the Staff Side consider its final offer.

The Staff Side advised it would need to agree a timeline and process for all three trade unions. Once this was agreed, the Staff Side would update the Management Side.

### **40/21 Date of Next Meeting**

The next scheduled meeting of the Side Table (Support) is **Wednesday 9 March 2022**.

## Action Monitoring Log

<b>Wednesday 17 March 2021</b>		
<b>Action</b>	<b>Owner</b>	<b>Completion Date</b>
Short paper to update the Side Table on Scope.	Management Side	June 2021
Set up a schedule of meetings for the Terms and Conditions Working Group.	Management Side	Complete
<b>Wednesday 18 August 2021</b>		
<b>Action</b>	<b>Owner</b>	<b>Completion Date</b>
Provide a paper detailing the financial items discussed	Management Side	In progress
Provide evidence in terms of unsociable hours	Staff Side	Overtaken/Complete
<b>Wednesday 15 September 2021</b>		
<b>Action</b>	<b>Owner</b>	<b>Completion Date</b>
Joint Secretaries to have further discussions on EIS-FELA Circular having an impact on other roles.	Joint Secretaries	Overtaken/Complete
<b>Wednesday 8 December 2021</b>		
<b>Action</b>	<b>Owner</b>	<b>Completion Date</b>
Provide an update on Living Wage Accreditation for West Highland College.	Management Side	Complete
Provide an update on Scope.	Management Side	March 2022
Continue discussions on pay following the budget announcement.	Management Side/Staff Side	Complete
Continue discussions on Facilities Time offline.	Joint Secretaries	Complete
Continue discussions on Equality Impact Assessment.	Joint Secretaries	Complete
Continue discussions on Job Evaluation Post 2018 Roles	Joint Secretaries	In Progress
Identify the Government's position on Long Covid.	Management Side	Complete
Identify the Government's position on the Jubilee Holidays.	Management Side	Complete
<b>Wednesday 26 January 2022</b>		
<b>Action</b>	<b>Owner</b>	<b>Completion Date</b>
Update the Management Side on its position on the current Pay and Terms and Conditions offer.	Staff Side	Ongoing