

**Confidential & Restricted**

**Approved minute of the meeting of the National Joint Negotiating Committee - College Staff (NJNC -CS) held on Thursday 19 February 2015 at 1400 hrs in Edinburgh College, Milton Road Campus.**

**In Attendance**

Donny Gluckstein	Staff Side ( Chair )	
Penny Gower	“ “	
Charlie Montgomery	“ “	
Pam Currie	“ “	
John Kelly	“ “	
Jim O'Donovan	“ “	
John Gallacher	“ “	
Shirley Sephton	“ “	
Liz McIntyre	Management Side (Chair)	
Audrey Cumberford	“ “	
Margaret Munkton	“ “	
Janie McCusker	“ “	
Susan Bald	“ “	
Keith McKellar	“ “	
David Belsey	Staff Side Secretary	
John Gribben	Management Side Secretary	

**9 / 15 Welcome & Apologies**

Donny Gluckstein welcomed John Gallacher UNISON to his first NJNC meeting. Apologies were noted from Ian McKay, Rob Wallen, Judy Keir, Chris Greenshields, Emma Phillips, Gordon Casey and Mick Conroy.

**10 / 15 Minute of previous meeting**

The minute of 15 Jan 2015 was accepted.

**11 / 15 Matters Arising**

The Minute of NJNC meeting of 11 December 2014, which was circulated with NJNC papers of 19February 2015, was formally accepted.

**12 / 15 National Recognition and Procedure Agreement**

Management Side set out that the nRPA had been presented to Colleges Scotland Board, that approved it and then recommended the distribution of the nRPA to each College Board for consideration, and sign up.

The Management Side reported that a meeting regarding the nRPA was arranged for the 2<sup>nd</sup> March 2015 for College Chairs and Principals.

Staff Side, advised that the EIS-FELA Executive has approved the nRPA, UNISON reported that its next Executive is on 25<sup>th</sup> February at which the nRPA will be considered. Staff Side Secretary undertook to establish the GMB and Unite's positions on the nRPA.

Clarity was sought from the Staff Side as to whether the College Scotland Board had approved the nRPA. The Management Side Secretary undertook to provide an extract from the Board minute, which at the time of the meeting was unavailable.

### **13 / 15 National Negotiations – Timeline**

To support the workings of the NJNC, the Management Side Secretary proposed the production of a revised time line of priorities and key activity of the NJNC. It was agreed that the Joint Secretaries would work on a revised timeline. The Staff Side referred to a previous NJNC CS Minute that stated that the settlement date for 2015-16 nationally agreed pay award was 1<sup>st</sup> April 2015. The Management Side acknowledged this, but added that there may be potential issues with this settlement date.

### **14 / 15 National Negotiations - Living Wage**

NJNC was advised that the Board of Colleges Scotland had resoundingly recommended that the College Sector should support the 'living wage' for its employed staff.

Staff Side welcomed this as a positive step forward, but expressed continued disappointment that the Board had not recommended that each college seek accreditation as a living wage employer.

### **15 / 15 Facilities Time**

NJNC was advised that the Board of Colleges Scotland had agreed that the financial costs associated with facilities time for National Bargaining to be spread across the sector. The Management Side Secretary reported that he has been tasked with developing a mechanism for spreading the cost.

Staff Side welcomed this approach but expressed the view that insufficient time off with pay and backfill continues to be refused for lay officials to engage in national bargaining.

### **16 / 15 Working Parties - Data Gathering Group**

An update on Data Gathering was provided by the Management Side Secretary, specifically: Initial analysis has been undertaken, however two colleges have not provided returns, and two colleges seem to have provided flawed data. Work continues to be undertaken to ensure the robustness of the data. A summary of core conditions of service has also been produced. NJNC was advised that the Management Side of the Working Party had initially assessed that the Staff Side pay claim cost £15m.

In the spirit of trust and working together the Staff side requested that a copy of the raw data be provided to the Data Gathering Group and made available to the NJNC-CS committee members.  
*Adjournment:*

Following adjournment, the Management Side Chair indicated a willingness and desire to share raw data with the Data Gathering Group, however before this could happen there would need to be a check on what assurance had been given to colleges that provided the data and the authority of the NJNC to release the data.

### **17 / 15 Working Party, Travel and Subsistence**

Paper No 2 was agreed, and the work of this sub group would be undertaken by the Data Gathering Group, with the Management Side Secretary to schedule the first meeting.

### **18 / 15 Working Party, Defined staff RPA**

Paper No 3 was agreed, and the work of this sub group would be undertaken by the nRPA group, with the Management Side Secretary to schedule the first meeting.

## **19 / 15 Venues for Future NJNC**

In an attempt to manage diary's effectively the management Side Secretary proposed that venues would be confirmed for the future scheduled meetings.

19<sup>th</sup> March, Edinburgh College, Milton Road Campus ( 10.00am)

23<sup>rd</sup> April City of Glasgow College, North Hanover Street Glasgow ( 2.00pm )

21<sup>st</sup> May, Edinburgh College, Milton Road Campus ( 2.00pm )

18<sup>th</sup> June, City of Glasgow College, North Hanover Street Glasgow ( 2.00pm )

It was agreed that the Joint Secretaries would liaise regarding the NJNC meeting agreed for the 19 March and 21st May.

John Gallacher of Unison requested a Side Table (Support Staff) to discuss the Support Staff Pay Claim.