

## Confidential & Restricted

**Approved minute of the meeting of the National Joint Negotiating Committee - College Staff (NJNC -CS) held on Thursday 21 May 2015 at 1300 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	“ “
Keith McKellar	Management Side (Chair)
Audrey Cumberland	“ “
Margaret Munkton	“ “
Janie McCusker	“ “
Rob Wallen	
Judy Keir	
Susan Bald	“ “
Liz McIntyre	“ “
David Belsey	Staff Side Secretary
John Gribben	Management Side Secretary

### 20 / 15 Welcome & Apologies

Keith McKellar welcomed all to the meeting, and explained the previous Chair Ian McKay had stepped down from the role, and as interim chair of Colleges Scotland Employment Relations Committee that he would be the Interim Management Side Chair. Apologies were noted from Gordon Casey and Audrey Cumberland.

### 21 / 15 Minute of previous meeting

The minute of 19 February 2015 was approved.

### 22 / 15 Matters Arising

Staff Side stated that it had not yet received an extract from the Board of Colleges Scotland in relation to the nRPA.

### 23 / 15 Cabinet Secretary Update

The Management Side advised that the meeting with the Cabinet Secretary had been postponed. Unison advised that they had a meeting scheduled for the 17<sup>th</sup> June 2015, and the EIS stated that a meeting had been arranged.

### 24 / 15 National Recognition and Procedure Agreement

The Joint Secretaries reported that the nRPA has checked and that a clean version would be shared to all parties for signing.

The Management Side reported that meeting of Principals and Chairs was planned for late June and that the nRPA would be shared with college boards after that and signed in the Autumn round of meetings. The Staff Side asked if the nRPA could be presented to Boards before the June meeting of Principals and Chairs. The Management Side agreed.

The Management Side stated that it had no mandate from colleges until the nRPA was signed by colleges. The Staff Side stated that pay negotiations for the national bargaining had begun on 30 October 2014.

The Management Side stated that it was not in a position to make any pay offer since it had no mandate to do so from colleges – and that it would not have that mandate until the nRPA was signed by colleges.

The EIS stated that it recognised boards were the employers, and understood the Management Side's position regarding needing a signed mandate for a binding pay deal, but that the Management Side had agreed that negotiation would proceed on the pay claim on 30 October 2014.

The EIS stated that the Code of Good Governance for Colleges had a requirement that colleges were required to abide by the outcomes of the national bargaining process, and that following the Code was a condition of SFC grant funding.

Management Side advised that there were no significant issues with the nRPA but that some college boards had asked for clarification on:

- How the Management Side organised itself
- Whether nRPA allowed for pay and conditions to be negotiated together

The Staff Side responded that there was nothing in the nRPA that prohibits pay and conditions from being negotiated together.

There was a request from the Staff Side for a joint approach to Government on future funding.

### **25/15 Conditions of Service**

Management Side considered this was covered under previous item.

The EIS restated its position that the nRPA does not prohibit such linkage. The EIS noted for the record that it had not agreed to link both issues in any negotiation.

### **26/15 Data Gathering**

Beth Dickson, Consultant for Colleges Scotland joined the meeting.

The tabled data sheets from the Data Gathering Group were discussed, containing information related to those staff currently covered by local RPAs. The NJNC thanked Beth for her work. Additional information was requested on defining class contact time.

Management Side Secretary confirmed that surveys related to defined staff within the nRPA, and Travel and subsistence were ready to be sent out to colleges, subject to final accuracy check. The Working Group would be scheduled to deal with the responses.

### **27/15 Membership of working groups**

It was agreed that the Joint Secretaries would collate list of all NJNC members and substitutes, to avoid any confusion on who is represented at which groups, papers will be circulate to all members of the NJNC.

### **28 / 15 Freedom of Information**

Staff Side noted that they would continue exercising their statutory right to make FOI requests, but that they would seek to share such requests with the Management Side Secretary for future national requests.

### **29 / 15 Living wage accreditation**

UNISON suggested this would be a positive signal from the NJNC to make the request to colleges for accreditation.

Management Side confirmed Colleges Scotland Board were behind payment of the living wage, but that accreditation would be a matter for each employer.

There was an agreement to take the issue of accreditation back to Colleges Scotland board for consideration, J Gallagher agreed to provide words.

### **30 /15 Facilities time costs**

Management Side Secretary apologised to the NJNC that the mechanism behind the agreement of Colleges Scotland Board had not yet been put in place, this task will be reprioritised, and completed by the next NJNC.

### **31/15 Invite Cabinet Secretary to future NJNC**

It was agreed that a joint letter will be drafted to invite the Cabinet Secretary to a NJNC Central Table meeting.

### **32/15 Future NJNC meetings**

A request was made by the Staff Side to continue NJNC meetings into the next academic year, on the third Thursday of each month alternating between Glasgow and Edinburgh. The Management Side agreed, it was agreed for the Joint Secretaries to review and agree dates.

### **33/15 Date and time of next meeting**

18<sup>th</sup> June 2015 City of Glasgow College Campus.