

Approved minute of the meeting of the National Joint Negotiating Committee - College Staff (NJNC-CS) held on Thursday 27 August 2015 at 14:30 hrs in Glasgow City College.

In Attendance

Chris Greenshields	Staff Side (Chair of Central Committee (Staff Side))
Donny Gluckstein	“ “
Penny Gower	“ “
Charlie Montgomery	“ “ (Chair)
Pam Currie	“ “
John Kelly	“ “
Jim O'Donovan	“ “
John Gallacher	“ “
Shirley Sephton	“ “
Keith McKellar	Management Side (Chair)
Audrey Cumberland	“ “
Judy Keir	
Susan Bald	“ “
David Belsey	Joint Secretary (Staff Side)
John Gribben	Joint Secretary (Management Side)

34/15 Welcome & Apologies

The Central Committee Chair (Staff Side) opened the meeting stressing the importance of the NJNC, and the need to move with greater pace to create real progress which is, aligned to the opportunities that the return to national bargaining could bring to the sector.

Apologies were noted from, Liz McIntyre, Margaret Munkton and Elaine Dougall.

35/15 Minute of Previous Meeting

The Minute of 21 May 2015 was approved

36/15 Matters Arising

Keith McKellar confirmed that he was the Interim Chair of the Management Side.

The Management Side Secretary stated that he thought that an extract from Board of Colleges Scotland minute on the nRPA had been provided to Staff Side Secretary and agreed that if it had not, then he would provide it.

A number of the parties had met with the Cabinet Secretary separately and updates were provided from these meetings. It was agreed the NJNC needed an on-going dialogue with the Cabinet Secretary. Staff Side requested a more organised and stronger campaign to reflect the funding position, and a 25% reduction in student numbers over the past 5 years. The Committee noted the recent Audit Scotland report.

The Committee agreed that 'Sector Funding' become a standing item on the NJNC agenda. It was further agreed that the Joint Secretaries issue an invitation for the Cabinet Secretary to attend a NJNC Central Committee meeting.

37 / 15 Future Meetings, dates and Venues

It was agreed to hold meetings on 17th September and the 17th of December 2015. It was reaffirmed that future meetings would rotate between Edinburgh and Glasgow.

38 / 15 NRPA Progress

A report (attached Appendix A) was provided by the Management Side showing which colleges had signed and returned the nRPA, together with colleges that had advised of their intention to adopt the nRPA, but had not yet signed and returned the document , colleges that were still considering their position and colleges that had decided not to sign the nRPA. The Management

Side advised that Lewis Castle had now signed and returned the nRPA. The Staff Side expressed its concern with the latter category – especially with North Highland College’s refusal to sign. The Management stated that it would provide an updated report to the next Central Committee meeting. The Management Side reported that the Scottish Government is aware of those colleges that have not signed the nRPA and that Colleges Scotland will continue to work with these college boards to secure voluntary signatures.

The Management Side Secretary reported that he is to visit Orkney and Shetland shortly to discuss the nRPA.

39/15 Facilities Time

The Management Side advised that a mechanism for Colleges to reclaim funds for staff TU representatives to attend NJNC meetings has been established but added that the procedures will be presented to the College Principals Group on Monday 7 September for ratification. This will then be brought to the NJNC Central Committee for consideration.

The Staff Side advised the Committee that the existence of the NJNC had not created less of a demand for facilities time for local representatives.

The Staff Side stated that it looked forward to receiving the mechanism for reclaiming and hoped that would include back filling.

40/15 Colleges Scotland Guidance on nRPA Transfer

Management Side advised the document presented was for consultation and that it had been drafted by Colleges Scotland following queries from constituent colleges on the contractual effect of moving from Local to National Bargaining. The Management Side invited comments from Staff Side on the document. The Staff Side agreed to do so by the next meeting.

41/15 Data Gathering

The Management Side advised that the groups had not met in some time to review the two outstanding pieces of work; ‘Defined Staff within the NRPA’ and ‘Travel and Subsistence’. Dates are being sought for a meeting of the groups in early September with a view to reporting back to the next Central Committee meeting.

It was agreed that previous data provided to the Trade Unions as part of the data gathering group could be more widely utilised by the Staff Side, provided the information contained could otherwise be obtained under Freedom of Information (Scotland) Act, and utilisation would not breach Data Protection legislation.

42 / 15 Living Wage Accreditation

The Management Side reported that the words provided by UNISON had been presented to the Board of Colleges Scotland. The decision reached by the Board was that accreditation remains a matter for each employer; that the Board fully supports the encouragement provided by the NJNC to support those Colleges who wish to pursue accreditation and that quarterly updates would be provided to the Colleges Scotland Board.

The Staff Side stated that as the NJNC recommended Living Wage accreditation, the NJNC should issue this recommendation to the sector. It was agreed the Joint Secretaries would progress this recommendation.

43 / 15 NJNC forward work plan

The Management Side echoed the sentiments previously made by the Central Committee Chair (Staff Side) that progress needs to be made at the NJNC, opportunities seized, and proposed that NJNC priorities be agreed in a ‘Forward Work Plan.’ The Staff Side Agreed and it was agreed that the Joint Secretaries should bring together a list of priorities from both Sides for the consideration of the NJNC Central Committee.

44 / 15 Date of Next Meeting

17 September 2015 - Edinburgh