

Minute of the meeting of the National Joint Negotiating Committee – Side Table Lecturers held on Thursday 30 October at 1600 hrs in Colleges Scotland Argyll Court, Stirling.

In Attendance

Rob Wallen	Management Side (Chair, for this meeting)
Janie McCusker	“ “
Rob Wallen	“ “
Liz McIntyre	“ “
Judy Keir	“ “
Donny Gluckstein	Staff Side (Chair)
Penny Gower	“ “
Pam Currie	“ “
Jim O'Donovan	“ “
David Belsey	Staff Side Secretary
Beth Dickson	Management Side Secretary

1/14 Welcome and Apologies

1. Ian McKay's apologies were noted and it was agreed that the Management Side would chair this meeting. Rob Wallen took the chair in the absence of Ian McKay.

2/14 Lecturers Pay Claim

1. The Lecturers Side introduced their pay claim indicating that they did not expect a response from the Management Side at this meeting.
2. The key principles and components of the claim were confirmed as:
 - a. Achieving a common pay rate for all lecturers throughout the sector as all lecturers do the same job. This should be based on the highest salary in the sector which is £38,320 per annum;
 - b. In addition to achieving this standardisation, an RPI increase plus 1% applied in recognition of the real reductions in pay as recent pay awards have been below inflation.
3. Factors that the Lecturers Side stated should be taken into account include that the workload and productivity of staff has increased due to the significant reduction in staff in the sector and made it clear that it is EIS policy not to negotiate pay and conditions together.
4. The Lecturers Side stated that their claim centred on pay alone and confirmed that EIS policy is not to engage in any job evaluation to achieve the harmonisation of salaries.
5. Whilst the Lecturers Side's expectation is that the RPA would cover a range of conditions of service including pay, and would agreed to consider other conditions, this would be further down the line once pay had been settled.
6. The initial response from the Management Side was summarised as

- a. It is not the case that all lecturers do that same job and through the merger integration differences were clear when looking at pay, conditions and performance;
 - b. If the highest salary is to be cited as the benchmark, by the EIS then the other conditions which attach to that salary should also be taken into account;
 - c. It is unrealistic to undo 20 years of disparate pay negotiations and bring all pay rates into line in one year;
 - d. The Management Side expectation is that pay and conditions have to be negotiated together if we are to move forward and have standardisation across the sector which is affordable and sustainable.
7. The Management Side sought clarification on whether the EIS had considered a pay uplift only as part of this first set of discussions, as the Lecturers Side claim submitted had rolled up harmonisation as well as a pay up lift component.
 8. The Staff Side confirmed that percentage uplift did not address their concern re harmonisation and only considering this make the salary differentials worse.
 9. The Lecturers Side stated that the sector is moving into a new era where further education is a national service and the fundamentals of lecturers' role are the same irrespective of the college in which the lecturer works. In addition there is no correlation between the salaries and conditions of staff and the performance of the college.
 10. The Management Side confirmed it would consider the claim made, but a response could only be given once information from the data gathering was available.
 11. It was agreed that the next meeting would be agreed through the Joint Secretaries.