

**Minute of the meeting of the National Joint Negotiating Committee - College Staff (NJNC-CS) held on Thursday 21 January 2016 at 11:00 hrs in Edinburgh College (Milton Road Campus)**

**In Attendance**

Charlie Montgomery	Staff Side (Chair )
Pam Currie	“ “
John Kelly	“ “
Jim O'Donovan	“ “
John Gallacher	“ “
Shirley Sephton	“ “
Garry Ross	“ “
Eileen Imlah	“ “
Keith McKellar	Management Side (Chair)
Ian McKay	“ “
Audrey Cumberford	“ “
Judy Keir	“ “
Susan Bald	“ “
Debbie Kerr	(Observer)
David Belsey	Joint Secretary (Staff Side)
John Gribben	Joint Secretary (Management Side)

**01/16 Welcome and Apologies**

Staff Side Chair welcomed all to the meeting.

Apologies were noted from Liz McIntyre, Rob Wallen, and Margaret Munkton, Elaine Dougall, Cal Waterston.

**02/16 Minute of Previous Meeting**

The minute of the previous meeting was agreed.

**03/16 Matters Arising**

- National Recognition and Procedure Agreement (NRPA)

The Staff Side set out that those who have yet to sign the NRPA are undermining the National Bargaining process, EIS indicated that 4 colleges have advised it that they are not bound by the outcomes of National Bargaining. EIS advised it has reported those 4 colleges to the SFC as failing to comply with the Code of Good Governance which is a condition of grant, and are meeting the SFC soon. The Staff Side set out their position that they are clear outcomes of National Bargaining are applicable to all colleges irrespective of a signature on the NRPA.

Management Side confirmed its belief that entering into National Bargaining was a voluntary process, and that for those colleges who have yet to sign the NRPA, only recommendations could be made on implementing outcomes.

Both Sides exchanged robust but opposing views on aspects of the journey towards National Bargaining, the NRPA and compliance with National Bargaining outcomes. Both Sides acknowledged each others position, but no agreement or common view on these matters was achieved.

As there remains clear differences between both sides, it was agreed to conclude the previous NJNC action point and write to the Cabinet Secretary.

- **Facility Time**

Staff Side set out that substitutes are here in own time as time was not provided to regular member who has reduced hours.

Management Side reminded of previous recommendation up to two days per month per contracted hours, the provision of time off remains a matter for local employers as this is an operational matter.

UNISON advised they had currently secured 4 days per month and were seeking an extension to of that recommendation to the end of 2016, given that there is now a process to transfer money, they did not see that this as problematic.

EIS considered it a serious issue of financial accountability if individuals were not being released and called for immediate action.

Management Side restated its position that they could make recommendations to employers but final decision rests with them, the point in principle remains to provide adequate facilities time, this is strengthened by the establishment of a central fund. Although due to technical difficulties this mechanism has yet to become fully operational, it was anticipated by the next NJNC this internal process would be operational. Should facilities time become problematic staff side were encouraged to share with joint secretaries, in turn this could be raised at the board of Colleges Scotland.

- **Data Gathering**

Despite endeavours, this piece of work remains outstanding. Staff Side agreed to provide a joint submission to the Management Side on the current data on the scope of the NRPA. The groups will meet again when they are in a position to do so.

- **Forward Work Plan**

It was agreed these are more appropriately addressed at this stage in the respective Side Tables, however it was agreed for all joint secretaries to share their plans within 28 days, which in turn would allow areas of common interest to be prioritised. Staff Side agreed to share their plans within two weeks. To avoid the NJNC losing credibility it was agreed this work to be prioritised.

- **Trade Union Bill**

The Management Side reported that that the Staff Side's request for Trade Union Bill support was noted at Colleges Scotland Employment Relations Committee and Board.

- **Trade Union College Merger Reports**

The Management Side reported that that the Staff Side's Mergers Reports were noted at Colleges Scotland Employment Relations Committee, they would be considered further as part of the strategic issues of the NJNC.

UNISON advised that on their report they had made a number of proposals to the Cabinet Secretary for consideration.

## **04/16 NJNC Future Meeting Dates & Venues**

Schedule for the 2016 calendar year was presented in line with previous agreement of 3<sup>rd</sup> Thursday of each month. It was agreed there needed to be a pragmatic approach to meetings dependant on the nature of business it was agreed for the Joint Secretaries to take forward, and also to take cognisance of the venue of meetings given the pending rail works in Glasgow. Staff Side advised it could accommodate meetings with Edinburgh venues.

## **05/16 Data Gathering Update**

Agenda item was addressed under Matters Arising.

## **06/16 FE Sector Funding**

It was noted that flat cash budget settlement of £526m is proposed; the Management Side expects to be clearer on final figure and government priorities by end February 2016.

## **07/16 campaigning for the FE sector**

UNISON advised they also have a session in parliament on 15 March 2016 with a view to generating debate in advance of the parliamentary elections

EIS advised they have prepared a briefing paper for MSPs and they would be prepared to share that with the NJNC

Management Side proposed that the Trade Unions meet with the Board of Colleges Scotland and that would be the mechanism for generating and developing a common purpose.

## **08/16 Time and Date of Next meeting**

Thursday 18 February 2016, venue will be at West College Scotland, Paisley Campus.