



Approved Minute of meeting of the National Joint Negotiating Committee - College Staff (NJNC-CS) held on Thursday 25 August 2016 (1100) at City of Glasgow College, Riverside Campus.

In Attendance	
Charlie Montgomery (EIS)	Staff Side (Chair)
John Bowman (Unite)	Staff Side (Observer)
Martin Clark (UNISON)	Staff Side
Pam Currie (EIS)	Staff Side
Elaine Dougall (Unite)	Staff Side
John Gallacher (UNISON)	Staff Side
Donny Gluckstein (EIS)	Staff Side
Penny Gower (EIS)	Staff Side
John Kelly (EIS)	Staff Side
Jim O'Donovan (EIS)	Staff Side
George Rice (UNISON)	Staff Side (Observer)
Shirley Sephton (UNISON)	Staff Side
Cal Waterson (GMB)	Staff Side
Ian McKay	Management Side (Chair)
David Alexander	Management Side
Susan Bald	Management Side
Margaret Cook	Management Side
Elaine Hart	Management Side
Paul Little	Management Side
Liz McIntyre	Management Side
Carol Scott	Management Side
Jillian Cheape	(Observer)
Debbie Kerr	(Observer)
Shona Struthers	(Observer)
David Belsey (EIS)	Joint Secretary (Staff Side)
John Gribben	Joint Secretary (Management Side)

06/16 Welcome and Apologies

Management Side Chair welcomed all to the meeting.

Apologies were noted from Chris Greenshields, Alex Linkston and Judy Keir.

07/16 Minute of Previous Meeting

Following minor amendment, 03/16 Facilities Time, reflecting "Staff Side stated unacceptable", the minute of the previous meeting was agreed.

08/16 Matters Arising

A query was raised over the Trade Union Bill. Management Side confirmed there was no further update to the information contained within the minute.

A request was made for all NJNC papers to be issued on a timely manner.

09/16 NJNC Website

Joint Secretaries advised that a dedicated NJNC website had been developed, this site will be a joint website with joint editorship through the Joint Secretaries. The NJNC site may also be utilised for the distribution of future NJNC papers.

It was agreed that the site will be further developed by the Joint Secretaries and brought to the next NJNC for consideration.

10/16 National Disciplinary Policy

The Staff Side requested that the NJNC advises colleges that there should be no further fundamental changes or variations to local policy and procedures until a national policy is agreed as set out in the agreed NJNC Circular 01/15.

Management Side advised that there may be a requirement for local changes due to practical, legal or logistical reasons, therefore the request could not be accommodated.

It was agreed to progress the development of a National Disciplinary Policy through the Joint Secretaries setting up a working group, the remit and terms of reference of that group, including timescales, should be subject to a report at the next NJNC central table.

11/16 National Grievance Policy

It was agreed to progress the development of a National Grievance Policy through the Joint Secretaries using the Disciplinary policy working group, the remit and terms of reference of that group, including timescales, should be subject to a report at the next NJNC central table.

12/16 NRPA Defined Staff

Staff Side set out their position that they believed all staff employed in colleges should be covered by the NRPA.

The Management Side agreed to provide a response to the Staff Side position at the next NJNC.

13/16 Facilities Time

Staff Side collectively set out that they considered the current recommendation on the provision of facilities time is inadequate, and sought a level playing field with appropriate facilities time being provided to reflect the work commitment of the NJNC.

- Representatives from the lecturers requested a minimum of six hours per week per lay representative.
- Representatives from the support staff advised they would confirm their request through the Joint Secretaries.

Management Side reminded the NJNC that collectively they had no authority to compel individual employers to provide time, but would fully expect employers to comply with Section 10 of the NRPA.

The Staff Side asked whether the national fund had been set up for facility time and if so, what mechanism was in place? The Staff Side also asked what additional SFC funding had been provided and whether it had provided the Management Side with additional staff?

Management Side agreed to consider the Staff Side request, including seeking to quantify the level of resource required in line with the NJNC requirements.

15/16 Date and Time of Next Meeting

It was agreed that in advance of the next NJNC, the Joint Secretaries and respective chairs would meet to identify areas where the NJNC could operate more efficiently and effectively.

Date of next meeting to be agreed.