

Minute of the meeting of the National Joint Negotiating Committee (NJNC) – Central Committee held on Thursday 18 March 2021 (1400-1600), via Video Conference.

In Attendance	
Gary Bissett	Management Side
Joanna Campbell	“ “
Sue Clyne	“ “
Jackie Galbraith	“ “
Debbie Kerr	“ “
Alex Linkston	“ “ (Chair)
Ross Martin	“ “
Derek Smeall	“ “
Alan Ritchie	“ “
David Watt	“ “
Collette Bradley	Staff Side
John Gallacher	“ “
Donny Gluckstein	“ “
Chris Greenshields	“ “
Eileen Imlah	“ “
John Kelly	“ “
Alison MacLean	“ “
Audrey Malloy	“ “
Charlie Montgomery	“ “
Jim O'Donovan	“ “
John Slaven	“ “
Heather Stevenson	Management Side Secretary
Jillian Cheape	Secretariat
Stuart Brown	Staff Side Secretary
Debbie MacLeod	Zoom Administrator

01/21 Welcome and Apologies

The Management Side chaired the meeting and welcomed everyone. Apologies were noted from David Alexander, Management Side and Anne-Marie Harley, Staff Side.

02/21 Minute of Previous Meeting

Wednesday 24 September 2020

The Staff Side Joint Secretary apologised for the delay in responding to the draft minute of Wednesday 24 September 2020 which had been shared with the previous Staff Side Joint Secretary.

It was agreed the minute would be carried forward to the next meeting.

03/21 Policy Working Group Update

Paper 2 provided an update on the status of the Policy Working Group which advised that due to a number of urgent priorities, there had been limited progress. The Management Side advised that once the Terms of Reference – currently with the Staff Side Secretaries, was agreed, then a schedule of meetings would be established.

The Staff Side raised its concerns and disappointment with regards to the lack of progress in this working group. The Staff Side advised it is keen to move forward with the work of this group and suggested that a meeting is scheduled whilst awaiting agreement of the Terms of Reference.

The Management Side noted the Staff Side's concerns and reiterated that once the Terms of Reference had been agreed by the secretaries a meeting schedule and timeline would be shared with the Central Committee.

The Staff Side Secretaries advised it would confirm its agreement to the Terms of Reference formally to allow a schedule of meetings to be established.

04/21 Fair Work Statement Update

Paper 3 provided an update on the draft Fair Work statement and that both Staff Side Secretaries had provided comments. It was acknowledged that the work had been delayed for some time, due to the involvement of the Scottish Funding Council. It was agreed the Management Side Secretary would review comments received and a Terms of Reference, and meeting schedule would be drafted.

The Staff Side raised the recent Fair Work Survey carried out by UNISON and a subsequent Support Staff paper issued to the Side Table (Support) in relation to consultation around Voluntary Severance and that this also impacted Lecturing Staff and therefore should be considered at the Central Committee.

The Management Side noted the Staff Side's concerns and advised that this be addressed at the Fair Work Working Group and the Support Staff Terms and Conditions Working Group for matters which were specific to support staff.

The Staff Side asked that this be progressed as a matter of urgency, and that all unions be represented.

The Staff Side also expressed dissatisfaction that the UNISON Fair Work Survey had only been shared with HR Strategic Group members and had not involved college chairs or principals.

The Management Side responded that there had been extremely positive engagement with the trade unions during the ongoing pandemic, and the surveys undertaken in the majority of colleges had shown positive results.

The Staff Side offered to share evidence of where action was required, as the positive experience had not been mirrored across the sector.

The Management Side assured that the activities in relation to Fair Work would be progressed as a matter of urgency, and that all four constituent unions would be represented as appropriate.

05/21 COVID-19

The Management Side advised that the Advisory Group previously chaired by Andy Lawson, would be re-established and led by Joe Rafferty, West College Scotland.

The Staff Side confirmed that the working group had been created to consider and share best practice across the sector, however, added that the group would benefit from involvement at a strategic level.

The Staff Side expressed disappointment that there had been no joint sector commentary or guidance issued and that the health and wellbeing of students and staff is more paramount than ever.

The Management Side acknowledged that there could be merit in establishing a more strategic sectoral approach.

The meeting was adjourned for both sides to reflect on the comments and points raised.

The meeting was reconvened. The Management Side confirmed that it would take the Staff Side suggestion for wider consultation.

The Staff Side suggested that there should be a civil servant in attendance at the group to report back to the Scottish Government and asked for urgency on this matter as colleges are preparing for a return to campus.

The Management Side advised the matter would be progressed as a matter of priority.

06/21 Matters Arising

The Staff Side wished to raise matters arising from the minute that were not discussed earlier in the meeting.

The Management Side advised that matters arising could not be considered as the minutes had not been presented, however agreed to note the following.

Living Wage Accreditation

The Staff Side asked for an update on Newbattle Abbey College with regards to the Living Wage Accreditation.

The Management Side advised that this matter was still ongoing.

National Recognition and Procedures Agreement (NRPA)

The Management Side confirmed that resources were currently deployed to dealing with other pressing matters and it remained a priority that would be followed up at a later date.

Facilities Time

The Staff Side stated that there are ongoing issues in relation to Facilities Time, all of which should be discussed at this forum.

The Management Side confirmed that concerns relating to the Support Staff ask would be addressed through the Side Table (Support). It was also agreed the minute of the last meeting of the Facilities Time Working Group would be reviewed to confirm the status of this group.

The Staff Side reiterated that it did not accept the current position around Facilities Time and welcomed further discussion.

07/21 Date of Next Meeting

The next scheduled meeting is due to take place in September 2021. A date has yet to be confirmed.