

**Approved Minute of the meeting of the National Joint Negotiating Committee (NJNC) – Side Table (Support) held on Wednesday 16 May 2018 at 1000 hours at Colleges Scotland, Argyll Court, Stirling.**

<b>In Attendance</b>	
Chris Greenshields	Staff Side (Chair)
John Gallacher	Staff Side Secretary
Patricia Murray	Staff Side
Nick Steff	“ “
Alison Maclean	“ “
Alex Linkston	Management Side
John Gribben	Management Side (Secretary)
Annette Bruton	Management Side
Debbie Kerr	“ “
Andrew Lawson	“ “
Graeme Stephen	“ “
Heather Stevenson	“ “
Stuart Thompson	“ “

**20/18 Welcome and Apologies**

The Staff Side Chair welcomed all to the meeting. Apologies were noted from Audrey Manning and Cal Waterson.

**21/18 Minutes of Previous Meetings**

The minute of the meeting held on Thursday 14 March 2018 was approved.

**22/18 Matters Arising**

Employers Guidance on £100

The Staff Side noted that the £100 payment was made in the May pay round.

**23/18 Terms and Conditions of Service and Pay Claim 2018/19**

It was agreed that items 4 and 5 on the agenda were to be discussed as a single item.

The Staff Side invited the Management Side to address the group. The Management Side stated that an Employers’ Association meeting on Monday 14 May 2018 had provided clear direction that any pay offer above the current funding allocation will require efficiencies to be made. As employers, any unintended consequences arising from additional cost pressures need to be considered. Every college requires to deliver a balanced budget and any pay awards must be found within college budgets.

The Staff Side stated that cost pressures arose due to lecturer Pay Agreements and they are the collateral damage from this Agreement.

The Management Side stated that any proposals require to be submitted to the Scottish Funding Council (SFC) to consider the affordability and sustainability of proposals.

The Staff Side stated that the NJNC is a joint machinery not owned by the government. Any informal discussions with SFC should not happen and any papers should be shared in advance of the meeting. The Staff Side stated that they would accept any tabled papers but that this was an issue of process.

The Management Side stated that unilateral discussions take place with SFC frequently and will continue to do so. Such discussion also take place with trade unions and stakeholders.

A revised pay offer was tabled and the meeting was adjourned.

The Staff Side stated they were extraordinarily disappointed with the offer. The offer narrated the same position as previously rejected by the Staff Side and that the latest offer was the same proposal. The Staff Side stated that pay for support staff was staggeringly behind lecturers and that the pay offer was rejected out of hand and was not acceptable.

In relation to the terms and conditions offer, the Staff Side stated that their own analysis indicated that annual leave for lecturing staff had increased by 5% with an increase of 12% for Senior Lecturers. The Staff Side were willing to provide this analysis to the Management Side.

The Staff Side summarily rejected the Terms and Conditions offer.

The Staff Side invoked Appendix 1 of the NRPA to declare a formal dispute. The Staff Side wished to cancel the planned NJNC – Job Evaluation Working Group on 22 May 2018 and use this date for the first dispute meeting. In addition, the Staff Side would review their on-going participation in the job evaluation project. The Staff Side suggested that the consideration of third party negotiations may assist the process.

The meeting was adjourned.

The Management Side provided a formal statement in response to the declared dispute procedure as follows:

### **Response to Dispute Notification**

Thank you for your response to the offer on a total package on pay and conditions of service.

Naturally, the employers are disappointed at the Staff Side position to declare a dispute, particularly as no full and final offer has been made.

The employers would have preferred to continue with the negotiation process. However, we will of course respect the National Joint Negotiating Committee (NJNC) Dispute Procedure, in direct response to the points made by the trade unions:

- The offer presented today is materially different to that presented on 20<sup>th</sup> April 2018
- We believe it builds on the informal discussions over the past few weeks
- We believe the offer is significant, and would benefit support staff within the sector as it represents a much improved total package
- The minimum offer of £500, would have a direct impact on around 1000 employees
- The creation of a pay spine is a significant and positive development for the sector, the funding of this however will require the express agreement of the Scottish Funding Council (SFC), as it seeks to utilise funds directly allocated to job evaluation
- We note with significant concern the trade union indication that it will now consider its ongoing participation of the Job Evaluation project, and the impact this would have. A project that has been collectively agreed, with an implementation date of 1<sup>st</sup> September 2018
- Regarding annual leave, we would welcome sight of the support staff calculation, however we maintain the current annual leave provision of 44 days is exceptional, and has been achieved through our previous negotiation.

In the interests of transparency, it will be our intention to share with SFC the employers offer of today (Wednesday 16 May 2018), and seek validation of the same and comment on affordability.

We would welcome clarification of what the support staff trade unions would wish us to share with SFC for the same purpose.

The employers are making this offer in the knowledge that it will be a challenge for the college sector.

It was agreed that the Joint Secretaries will prepare a joint press statement.

The Management Side advised that the offer will be shared with the Employers' Association.

The meeting was adjourned.

The Staff Side stated that the latest offer was a backward step from the discussions at the informal residential event. The Staff Side said they did not blame the management negotiators for this position, rather the direction received from the Employers' Association.

The Staff Side stated that discussions were still to be had on job evaluation and they were not as the employers had stated considering our position on job evaluation. The Staff Side re-iterated the significance and importance of the project to their members and consider the current dispute to a blip in the overall objective of delivering fair pay. The Staff Side confirmed that implementing job evaluation from the agreed date of 1<sup>st</sup> September 2018 was fixed.

The Staff Side stated that the role of SFC is to express an opinion on the affordability of proposals and not as a final arbiter of any deal.

The group agreed the dates for the two dispute meetings to be 29<sup>th</sup> May and 7<sup>th</sup> June. Venues and times to be confirmed.

### **24/18 Job Evaluation**

The Management Side provided an update. An order had now been submitted to Educational Competencies Consortium Limited (ECC Ltd) for the provision of the 'Further Education Role Analysis Scheme'. Discussions will now be concluded directly between ECC Ltd and Colleges Scotland Employers Association.

The postponement of the NJNC – Job Evaluation Working Group on 22 May 2018 was noted. The Staff Side stated however that the draft National Job Evaluation Policy and Procedure distributed for this meeting, will be considered in the meantime.

### **25/18 UHI Update**

The Staff Side requested any update on potential integration within the UHI colleges. The Management Side stated that they were not party to discussions.

### **26/18 Scope**

The Management Side stated that the issue of scope remains under consideration. The Employers' Association Executive Group had not yet met to consider the matter further.

### **27/18 Living Wage Accreditation Update**

The Staff Side requested an update. The Management Side stated that Glasgow Kelvin College had now received formal accreditation from the Living Wage Foundation.

### **Date of Next Meeting**

The next meeting which constitutes the formal dispute meetings will take place on Tuesday 29 May 2018 and Thursday 7 June 2018. Venue and time to be confirmed.