

Approved Minute of the meeting of the National Joint Negotiating Committee – Side Table Lecturers held on Thursday 19 May 2016 at 13.30 hrs in City of Glasgow College.

In Attendance

Charlie Montgomery	Staff Side (Chair)
Jim O'Donovan	“ “
John Kelly	“ “
Penny Gower	“ “
Pam Currie	
Donnie Gluckstein	
Ian McKay	Management Side (Chair)
Margaret Cook	“ “
Judy Keir	“ “
Liz McIntyre	
Louise Wilson	Substitute for Staff Side Secretary
John Gribben	Management Side Secretary
Shona Struthers	Observer
Jillian Cheape	Note taker

05/16 Welcome and Apologies

The Management Side Chair welcomed all to the meeting.

Shona Struthers, Chief Executive Colleges Scotland was welcomed as an observer.

Louise Wilson, EIS Assistant Secretary, was welcomed to the meeting as a substitute for the Staff Side Secretary

Apologies were noted from David Belsey, Rob Wallen.

06/16 Minutes

Following minor amendment, the minutes of 3 & 18 March 2016 were agreed.

07/16 Matters Arising

Management Side noted that its core principle of the agreement of 2.5% over two years had not been included in the minute.

EIS raised a concern that the agreement reached on 18 March may not being implemented in a consistent manner and requested all colleges implement the agreement in the same way.

Management Side advised that Colleges Scotland had issued a guidance document to its members.

It was agreed that to avoid differing interpretations of the same agreement being issued by the respective membership organisations the Joint Secretaries should resolve this through a joint communication.

The EIS reminded the NJNC that for equalities purposes there should be no differentials made to part time employees.

08/16 Roadmap

In accordance with the agreement reached, Management Side presented its proposals on the roadmap and pay scales. Management Side set out that there was a significant degree of interdependency within the component parts of the tabled paper, therefore it envisaged:

- A development phase
- A more formal negotiation phase
- An implementation phase

The EIS responded to the tabled paper, setting out its initial concern that it had not had any opportunity to consider in advance of the meeting, and requested all future papers are issued in advance.

Adjournment

The EIS advised that it had major concerns around the tabled paper, and considered their paper was the most appropriate starting point. It was acknowledged that there is a great deal of work to be done in line with the agreement reached in March. A crucial part of that is being clear on migration proposals to enable lecturing staff to understand what they would be paid.

There was broad agreement that greater partnership working was required to deliver the agreement, but this should be meaningful and productive. The EIS advised that they had already undertaken significant preliminary work around the detail of the agreement, yet it appeared the Management Side had only created a graphic with detail being absent.

It was agreed that items 4 & 5 of the agenda should be combined at the EIS presented their paper on pay scales.

EIS considered that a two point scale offered transparency, clarity it was in line with equalities requirements. Advising that the first scale point would be reserved for those who were new to the profession The EIS advised that there would be no distinction or link to pay and qualification or experience, the EIS were supportive of TQFE, and advised that remission time must be provided for this.

With regard to the promoted scale, the EIS advised this was more complex, however it was also required to be addressed as the pay agreement had effectively eroded the salary differentials which in turn would reduce any incentive to apply for promoted posts and consequently have an impact on recruitment and retention.

Management Side stated that the application of the agreement covers those in scope, specifically those employees previously covered by local bargaining arrangements. The EIS stated their position that all promoted staff need to be brought in to scope within the NRPA.

The EIS reasserted the position that it is pay now and terms and conditions by October, that their proposed scales are applied to those who are currently on lecturing scales or and are called lecturers, irrespective of duties. Regarding any job evaluation scheme proposed by Management Side, the EIS considered this to be a divisive, lengthy and a counterproductive process that they would not go in to.

Adjournment

There was broad agreement to progress parallel discussion on pay and terms and conditions with neither side wishing to be seen directly or indirectly pushing difficult or challenging issues away, acknowledging each have equal priority while some may progress quicker than others.

It was recognised that there remained a gap between both sides, with Staff Side having a two point scale and management side a 10 point scale, and this would have to be closed.

To move the discussion forward and allow the NJNC agreement of March to be delivered within the timescales, the preferred mechanism to achieve this would be a schedule of NJNC meetings with a clear focus on priorities.

It was agreed the Joint Secretaries would take this forward with both sides being able to bring in relevant expertise as required, in addition aligned to the roadmap presented by the management side the work groupings would be:

A		College roles definition
		Job Evaluation
B		National Pay Scales
		Performance Appraisal including Teaching Standards Evaluation
		Professional Standards & Qualification
A & B		Migration
C		Working hours / Class contact
		Leave Entitlement

Although the EIS were prepared to commit to joint working, for the purpose of recording it was noted:

- I was agreed the at National Pay Scales would be the first agenda item at the next meeting.
- The EIS has developed a new blue book and it will share this with the Management Side within two weeks.
- It recognises the Management Side's aspiration to include Job Evaluation and appraisal, but such inclusion does not represent an EIS agreement to negotiate on the content of those areas.

The terms of the agreement were restated by Management Side, with particular reference to 5b, c & e. From which agreement from both sides followed that these need to progress.

Management Side stated that as part of the March agreement there was a commitment provided by Scottish Government to consider future funding requirements aligned to the spending review and the workforce for the future. There is therefore a requirement from the NJNC to be clear on funding requirements.

Adjournment

Staff side proposed a schedule of meetings between now and 16 June to move forward, Management advised it would try to meet this aspiration, but there would firstly need to be agreement on approach to how those discussions would progress.

It was then agreed to progress A & B as set out above at the next meeting of 26 May, with any relevant papers being circulated in advance.

9/16 Facility Time

EIS set out an immediate issue that current facility time was insufficient to progress the work activity. Management Side acknowledged the scale and scope of the work plan, and the additional input that would be required to ensure the joint working is delivered effectively.

While the legal practicalities were explored in the provision of adequate facilities time, Management Side emphasised that individuals should be provided the time and it would reinforce that message to members.

Date of Next Meeting – Thursday 26 May 2016, Edinburgh.