

Approved Minute of meeting of the National Joint Negotiating Committee – Side Table Lecturers, held on Thursday 27 October 2016 (1400) at Colleges Scotland, Argyll Court, Stirling.

In Attendance	
John Kelly	Staff Side (Chair)
Pam Currie	“ “
Donnie Gluckstein	“ “
Jim O’Donovan	“ “
David Alexander	Management Side
Elaine Hart	
Ian McKay	“ “
Carol Scott	“ “
Jillian Cheape	“ “ Observer
David Belsey	Staff Side Secretary
Heather Stevenson	Management Side Secretary

33/16 Welcome and Apologies

The Staff Side Chair welcomed all to the meeting. Apologies were noted from John Gribben, Penny Gower and Charlie Montgomery.

34/16 Minutes of Previous Meeting

The minutes of the previous meeting were agreed.

35/16 Matters Arising

The Staff Side raised concerns over an article in the Glasgow Herald regarding the cost of National Bargaining for college lecturers citing Colleges Scotland. The Management Side advised that the figures used had been taken from Colleges Scotland’s submission on the Spending Review. The Management Side advised that this was an illustrative figure based on the full costs of implementing National Bargaining.

36/16 National Bargaining for Lecturing Staff Only – Shetland (and Orkney) Colleges

The Staff Side reported that they had been advised that Shetland College had agreed to sign the National Recognition and Procedures Agreement (NRPA) for Lecturing Staff only and that UNISON were happy with this. The Staff Side requested that the Management Side contact Orkney College with a view to following up a similar arrangement with Orkney College.

The Management Side advised that although Shetland College had requested that their Lecturing Staff only become part of the NRPA, the matter had yet to be discussed by the Employers’ Association. The matter is an agenda item at the next Employers’ Association meeting scheduled in December. It was further confirmed that there had been no approach from Orkney College.

The Staff Side confirmed that they were comfortable with the split arrangements with Support Staff remaining out with the NRPA.

37/16 Report on Short Life Working Groups (SLWGs)

Pay.

The Management Side advised that there had been a number of meetings of the SLWG on Pay, which had mainly concentrated on un-promoted posts. There had been open and constructive discussion on harmonisation and migration, whilst acknowledging that there was still work to do in terms of modelling, costings and the link to the work being done on roles and responsibilities.

The Staff Side expressed disappointment that the meeting scheduled for that morning had been cancelled and that some colleges did not seem to know how many scale points they had. The Staff Side acknowledged the work done to date, potential progress and advised that they were keen to continue the momentum.

It was also noted that the sector needs to get better at data collection and analysis.

To Jointly Develop an Agreement for a Harmonised Workforce for the Future.

The Management Side advised that there had been two meetings of the SLWG with submissions on terms and conditions being developed by both sides.

The Staff Side agreed that more progress could be made and that they recommended continuation of the group.

It was agreed that both groups would continue until the next scheduled NJNC on 17th November, dates to be agreed subject to availability. It was further agreed that facilities time would be extended to cover this period.

38/16 Date of Next Meeting

It was agreed to meet on Thursday 17 November 2016 in Edinburgh.