

Approved Minute of meeting of the National Joint Negotiating Committee (NJNC) – Side Table Lecturers, held on Thursday 15 December 2016 (1630) at City of Glasgow College, City Campus.

### In Attendance

Margaret Cook	Management Side (Chair)
David Alexander	“ “
Paul Little	“ “
Carol Scott	“ “
Shona Struthers	“ “ (Observer)
Stuart Thompson	“ “
Pam Currie	Staff Side
John Kelly	“ “
Charlie Montgomery	“ “
Jim O’Donovan	“ “
David Belsey	Staff Side Secretary
John Gribben	Management Side Secretary

### 33/16 Welcome and Apologies

The Management Side Chair welcomed all to the meeting.

### 34/16 Minutes of Previous Meeting

The minutes of Thursday 27 October 2016 were approved as a true and accurate minute of the meeting.

### 35/16 Matters Arising

EIS raised a query regarding Shetland College participation in the National Bargaining process. Management Side advised this had been considered at the last Employers’ Association meeting and there remained a few outstanding queries from Shetland Council and employers currently covered by the NRPA. Management Side advised that these queries should be resolved at the next Employers’ Association meeting.

### 36/16 Report on Short Life Working Groups

#### Pay

The respective Chairs confirmed that:

- Progress has been made on migration and harmonisation, that the Short Life Working Group (SLWG) had agreed output on the model to be used inclusive of pay points and values, and advised the relevant mechanics for unpromoted lecturers were in place, and these lead back to the April agreement and the Roadmap.
- That there was some progress for promoted lecturers, but much still to do.

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

The respective Chairs confirmed that:

- Progress was limited with still some distance to go to complete the work of this SLWG.
- It was acknowledged by both sides that that the SLWGs were not negotiation groups, and therefore not in a position to reach binding agreements.
- The Staff Side set out that there needed to be some demonstrable signs of progress within these groups, inclusive of the NJNC agreeing to outputs. Staff Side advised the absence of which could result in further dispute and the Staff Side reporting the matter to the Cabinet Secretary.
- Management Side agreed that there had to be output from the SLWGs & the NJNC, however advised that pay cannot be considered in isolation to all aspects of section 5 of the agreement. Specifically, this is a total package not selective elements.

After a succession of adjournments, the following joint wording was agreed:

*“The Side Table Lecturers supports the agreed outputs of the SLWGs, and acknowledges further progress is required to be achieved, with particular reference to terms and conditions and promoted lecturers pay. The Side Table therefore affirms a commitment to continue the SLWGs until Thursday 26<sup>th</sup> January 2017, to comply in full with the “Terms of the Agreement” of March 2016.”*

It was acknowledged these words had to be considered in full context, specifically Staff Side acknowledged there remained fundamental disagreement on the point of a total package.

Accordingly, while the Management Side were encouraged by the progress being made, it would be wrong to imply agreements were being made on only one aspect of what is a total package, the “Terms of Agreement”.

- The NJNC agreed to continue with the SLWG’s until Thursday 26 January 2017, to comply in full with the “Terms of Agreement” of March 2016. The NJNC acknowledged that the dispute regarding the £100 is being progressed via ACAS.

Staff Side submitted their pay claim for 2017/18, receipt was confirmed by the Management Side.

Management Side wished to formally record congratulations to the Staff Side Secretary David Belsey on his promotion to Assistant General Secretary of the EIS.

The full NJNC expressed its thanks to David Belsey for his contribution to the NJNC.

### **37/16 Date of Next Meeting**

It was agreed to meet on Thursday **9 February 2017**.