

Approved Action Note of the meeting of the Short Life Working Group (SLWG) – Pay held on Thursday 6 October 2016 at City of Glasgow College, Cathedral Street Campus.

In Attendance

Charlie Montgomery	Staff Side (Chair)
Pam Currie	“ “
John Kelly	“ “
David Belsey	Staff Side Secretary
David Alexander	Management Side
Steve Hall	“ “
Stuart Thomson	“ “
John Gribben	Management Side Secretary

Chair

Staff Side chaired this meeting.

Welcome and Apologies

No apologies.

Minute of Previous Meeting

The action note was agreed.

Review of Base Line Data

The sharing of the data was welcomed with broad agreement that the data required further clarification and verification.

Data on promoted lecturers will follow.

It was agreed that any final position on pay scales would require to be subject to an Equality Impact Assessment.

Salary Point Migration and Harmonisation

The EIS set out its paper, setting out the steps of migration to a national pay scale for unpromoted lecturers and then pay harmonisation at the agreed milestones which delivered equal pay for equal work. The Management Side acknowledged the paper was most helpful in setting out the Staff Side position.

On the basis of the harmonisation model set out in the EIS paper, it was agreed to model the harmonisation costs of moving to national pay scales of two, four and six points.

Date of Next SLWG Meeting

The next meeting will be held at **City of Glasgow College, City Campus, Cathedral Street, Glasgow on Thursday 13 October 2016 (1000–1200).**