

**Approved Action Note of the meeting of the Short Life Working Group (SLWG) – Pay held on Thursday 1 December 2016 at 1300 hours at City of Glasgow College, Riverside Campus, Glasgow.**

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

## **Chair**

Staff Side chaired this meeting.

## **Welcome and Apologies**

Apologies were received from John Gribben, Management Side Secretary.

## **Minute of Previous Meeting**

The action note was accepted.

## **Matters Arising from Previous Meeting**

Staff Side position was that salary placement of new appointments and salary progression rules were able to be discussed by the SLWG – Pay or SLWG – Harmonisation as appropriate/agreed as discussions progress.

## **Pay Migration and Harmonisation for unpromoted staff - Modelling**

Management Side and Staff Side projections based on the agreed set of modelling principles were presented and found to be consistent. Minor differences were accounted for by rounding and acknowledged pay scale adjustments.

It was agreed to adopt the Management Side suggestion to include on-costs (30%) and the Staff Side suggestion of excluding the cost of pre-existing increments. The SLWG agreed that the model provided an accurate cost of migration and harmonisation based on the set of assumptions that had been applied. The model, has been adopted by the SLWG and is being used for modelling purposes only. It does not constitute agreement between Staff Side and the Management Side, simply that the SLWG – Pay has agreed that it will recommend the model and that the NJNC will then decide on if or how the model is adopted.

As a result of this change the first paragraph of Appendix 1 is repetition, therefore, redundant and deleted.

It was agreed that the number of pay points, and the value of those pay points would be considered at the next SLWG Pay meeting.

Management Side tabled updated information on promoted Lecturer posts (Roles, Salaries Scales & FTE) and academic structures.

Staff Side undertook to prepare models for promoted posts on proposed two point salary scale.

**Action: Staff Side**

Management Side were requested to model promoted post above theses salary points (e.g. Head of Faculty and above). Management Side undertook to review data to establish if this was practical. Any outputs to be presented at the next meeting.

**Action: Management Side**

**Date of Next SLWG Meeting**

**Thursday 8 December 2016** (1330-1530) at City of Glasgow College, City Campus, Glasgow.

### SLWG Pay Scale Model

*The following Model has been adopted by the SLWG, and is being used for modelling purposes only. It does not constitute agreement between the EIS and the Management Side, simply that the SLWG Pay has agreed that it will recommend the Model to the NJNC – and that the NJNC will then decide on if or how the Model is adopted.*

The Model has two key stages; migration from the current salary to the new national pay scale to generate a notional salary for April 2019 and then harmonisation which begins in April 2017 in which 25% of the difference is added to the annual salary, with a further 25% a year later and the final 50% to complete the harmonisation in April 2019. In April 2019, the actual salary paid will be the notional salary identified in the migration process.

The migration process does not require funding, the harmonisation process does require funding - going up in three steps April 2017, April 2018 and April 2019 as set out in the National Pay Agreement of March 2016.

The Model, to be applied to each unpromoted lecturer (based on data as at 1<sup>st</sup> April 2016), has several rules which need to be applied to find each unpromoted lecturer's notional pay point on the national pay scale:

1. Current salary point is identified and then the closest salary point upwards is found on the new national salary scale for unpromoted lecturers, this is then moved up two increment points based on an annual increment date of 1<sup>st</sup> August.
2. Separate to 1. above, any unpromoted lecturer that is currently top of his/her college unpromoted salary scale or will be top by April 2019 will have a notional salary point of the top point of the national salary scale. This is known as the "Top to Top" Rule and it trumps any notional salary point theoretically calculated through 1. above.
3. Separate to 1 above, any unpromoted lecturer with 5 years continuous service on 1 April 2019 will have a notional salary point of the top point of the national salary scale. This is known as the 5 Year Rule and it trumps any notional salary point theoretically calculated through 1. above.

The 'Top to Top' Rule is shown in GREEN within the following tables, with additional comments.

The 5 Year Rule is shown in PURPLE within the following tables with additional comments.

In applying the 5 Year Rule it is assumed that all staff have started at Point 1 of their college's salary scale and progressed one incremental point per year. An assumption has therefore been made that all staff currently on the fourth point of any college pay scale started on or around August 2013 and will have 5 years service by April 2019. Colleges and staff will need to confirm this, as well as staff that began between August 2013 and 1 April 2014 who may be on the 3rd or 4th salary point.

This Model uses pay figures updated on 10 November 2016 (inclusive of the 2016/17 pay settlement).