

Approved Action Note of the meeting of the Short Life Working Group (SLWG) – Pay held on Thursday 8 December 2016 at 1330 hours at City of Glasgow College, City Campus, Glasgow.

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

Chair

Management Side chaired this meeting.

Welcome and Apologies

Apologies were received from John Gribben, Management Side Secretary.

Minute of Previous Meeting

There were revisions to the Action Note of Thursday 1 December 2016 meeting:

- (i) Reference to two point scale with salary points of £44,000 and £49,000 per annum to be deleted.
- (ii) Modelling

Paragraph 2 under Pay Migration and Harmonisation for unpromoted Lecturers to be rewritten as:

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 – Pay 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 the EIS 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. The model set out in Appendix 1 was agreed by the SLWG.

The SLWG was reminded that the staffing and salary data must be treated as confidential and restricted to the SLWG for modelling purposes only.

Staff Modelling - Migration and Harmonisation

Management Side presented updated modelling of the 4 and 5 point salary scales allowing for pre-existing increment costs. The Management Side stated that it would share the updated spreadsheet. Management Side undertook to reconcile differences in increment costs between the Staff and Management modelling.

Action Management Side

Staff Side presented proposals for a 4 and 5 point salary scale for unpromoted lecturers with a minimum scale point of £34,280 and a maximum point of £40,027 p.a. Any salary point below £34,280 p.a. was considered a detriment.

Management Side were invited to present their proposals for scale points and values at the next meeting.

Action Management Side

Structure Charts

Staff Side understood that Curriculum Quality Leader roles at Edinburgh College were now included in the local RPA.

Promoted Teaching Staff

Staff Side presented proposals for a two point promoted lecturer salary scale (Group 1 equivalent to senior lecturer and Group 2 equivalent to curriculum manager level). The Staff Side agreed to check salary values associated with the proposal.

Action Staff Side

Senior Staff Posts

The Staff Side stated that it was expecting the Management Side to present proposals for those staff that were above Group 2 (broadly equivalent to curriculum manager level). It was agreed to defer discussion on these roles.

Main Points for Next Meeting

It was agreed that the main points to seek agreement on in the next and final meeting were: number of pay points and value of pay points for unpromoted lecturers; broad definition of group 1 and group 2 promoted lecturers, and value of group 1 and group 2 pay points.

AOCB

The Staff Side requested an update from the Employers' Association on the Shetland College UHI request to include lecturers in the Northern Isles in National Bargaining.

The Management Side advised that the matter had been referred back to Shetland College UHI for more information.

Date of Next SLWG Meeting

Thursday 15 December 2016 (9.30-11.30) at City of Glasgow College, City Campus, Glasgow.