



Approved Action Note of the meeting of the Short Life Working Group (SLWG) – Pay held on Thursday 15 December 2016 at 0930 hours at City of Glasgow College, City Campus, Glasgow.

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

Chair

Staff Side chaired this meeting.

Welcome and Apologies

Apologies received from John Gribben, Management Side Secretary.

Minute of Previous Meeting

Revisions to the Action Note of Thursday 8 December 2016 meeting:

(i) Paragraph 2 under Pay Migration and Harmonisation for unpromoted lecturers to reinstate the sentence:

“The Model set out in Appendix 1 was agreed by the SLWG”.

(ii) Confidentiality

The Short Life Working Group 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

Cost of Increment

The Management Side modelling of increment costs was accepted.

Lecturer Pay Scale

The Staff Side proposed a four point salary scale with a minimum of £34,280 pa and a maximum point at £40,026 p.a. Staff Side stated any salary point below £34,280 pa was considered a detriment.

The Management Side proposal was a 5 point salary scale (£30,000 to £40,026 pa), with further discussion required on bar points and incremental progression.

Adjournment

The Management Side proposed a 5 point salary scale commencing at £32,000 pa, if the Staff Side accepted the removal of the 'five year principle'. Migration would be on the basis of SLWG agreed Migration & Harmonisation Model without the 'five year principle', the key points being:

- 25%, 25% and 50% stages in April 2017, April 2018 & April 2019 respectively
- Movement from current salary point to nearest national salary scale point upwards, and then move two points upwards on the national salary scale
- Top to Top salary scale
- 1st August anniversary date

Staff Side requested Management Side increase the minimum salary scale point to £33,000 p.a to secure agreement.

Adjournment

The Staff Side agreed the MS proposal outlined above, i.e. a 5 point National Pay Scale for unpromoted lecturers of:

Pt1	£32,000
Pt2	£34,007
Pt3	£36,014
Pt4	£38,020
Pt5	£40,026

This National Pay Scale for unpromoted lecturing staff is an agreed output of the SLWG. It is not an NJNC agreement.

The Migration & Harmonisation Model being the Model agreed in the previous SLWG meeting without the '5 year principle' rule. This Model is an agreed output of the SLWG, but it is not an NJNC Agreement. It was agreed that the Model and National Pay Scale did not include "progression and qualifications", these elements would require further discussion.

Promoted Teaching Staff

Staff Side advised that the error in the proposed salary data had been corrected. EIS proposals for Group 1 and Group 2 roles were based on current practice in the sector.

The Management Side position was that promoted posts and associated responsibilities were being considered by the other SLWG and pay could not be reviewed in isolation.

Adjournment

The Management Side proposed a five point salary scale with fixed salary points between £43,000 and £50,000 pa with a job sizing mechanism to place roles on the scale.

In response, the Staff Side stated that a salary point of £43,000 pa was considered a detriment as promoted Group 1 post currently were paid £44,721 pa. The EIS proposed a three point salary scale £44,721 to £50,000 pa with one mid-salary point on condition that the Management Side accepted the principle of no detriment and a minimum salary point of £44,721 pa.

Adjournment

Management Side proposed to model both the 3 point scale £43,000 - £50,000 and the impact of raising the first salary point to £44,271pa. The scenario modelling approach was adopted for unpromoted lecturers and the work of the other SLWG needed to be considered. The principle of the meaning on "detriment" was not agreed, therefore salary conservation would require further discussion.

The Staff Side stated that slight variations in promoted post roles would be expected across these groups, which would lead to different promoted staff structures within different colleges. Management Side stated that this was helpful.

It was agreed that these more senior promoted posts would be considered in due course, after this group of promoted staff had been agreed. Proposals for more senior promoted posts were not tabled.

The Staff Side reaffirmed that the offer of a three point salary scale was conditional on a minimum salary point of £44,271 pa. The fall-back EIS position was a two point promoted lecturer salary scale.

Next Stage

This was the final scheduled meeting of the SLWG - Pay. The Chairs will report progress to the Side Table lecturers.