

Approved Action Note of the meeting of the Short Life Working Group (SLWG) – Pay held on Thursday 19 January 2017 at 1430 hours at City of Glasgow College, City Campus, Glasgow.

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

Chair

Management Side chaired this meeting.

Welcome and Apologies

Apologies received from David Alexander, Management Side.

Minute of Previous Meeting

Action Note of 15th December meeting were not considered as both Sides wished to make changes; it will be considered at the next meeting (26th January).

Action: Joint Secretaries

Management Side stated that salary placement, progression and conservation need to be discussed.

Promoted Lecturers

Management Side provided an updated data set of salary and conditions for promoted lecturers and a proposal for a mechanism to place post on the proposed promoted lecturer salary scale (Papers 2 and 3). Staff Side restated their position that no discussion on any job placement mechanism would take place until the number of points and their monetary values on the promoted lecturer scale were agreed.

The Staff Side stated that the values should reflect salary levels at NESCOL since this was the top of the unpromoted lecturer scale and the values should adhere to the principle of no detriment in pay. The Staff Side proposed using Management Side's 3 point promoted lecturer salary scale with values of £44,721, ca £47,500 & £50,000 pa based on the NESCOL data. This was rejected by the Management Side, as it believed that there are promoted posts in NESCOL below £44,721.

Management Side stated that 'no detriment' requires to be clearly defined and that a transparent job sizing procedure was required to place posts on the proposed three fixed point pay scale. The Staff Side agreed to consider a transparent mechanism to place promoted staff on once the promoted pay scale was agreed. Based on college data tabled including a promoted post in NESCOL, the Management Side proposed a salary scale of £43,000, ca £46,500 & £50,000 pa. This was rejected by the Staff Side.

Next Meeting

The final meeting of the SLWG – Pay will be held on Thursday 26 January 2017 at City of Glasgow College.