

Approved Action Note of the meeting of the Short Life Working Group (SLWG) – Pay held on Thursday 26 January 2017 at 1400 hours at City of Glasgow College, City Campus, Glasgow.

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

Chair

Staff Side chaired this meeting.

Welcome and Apologies

Apologies received from David Alexander, Management Side.

Minute of Previous Meeting

Action Notes of 15th December 2016 and 19th January 2017 meetings were agreed.

Promoted Lecturers

Management Side tabled job descriptions and salary data for unpromoted and promoted lecturing posts at NESCol which it stated demonstrated that the first promoted lecturer salary point was £42,979 pa and not £44,721 pa, as set out by the Staff Side. The college has confirmed that this is not a conserved salary point and posts have additional duties, in addition to the duties of an unpromoted lecturer.

The Management Side proposal for a promoted lecturer salary scale was a three point spot rate scale with a minimum salary point of £43,000 p.a., a maximum point of £50,000 p.a. and with the mid-scale point to be circa £46,600p.a. Placement of roles on the salary scale to be determined by an agreed job sizing procedure.

Staff Side reaffirmed their view that the salary point of £44,721 p.a. at NESCOL reflected the old Senior Lecturer role and matched their Group 1 posts as set out in their paper tabled in December 2016. Staff Side noted that the NESCol papers described the £42,979 for ‘lecturer with additional duties’ and that the NESCol document had ‘senior lecturers’ with a salary of £44,721. Staff Side considered a fixed salary point of below £44,721 p.a. for promoted lecturer posts was a detriment and unacceptable. Any posts on a salary point of £42,979 p.a. were specialist roles.

Staff Side stated that it accepted the principle of a job placement mechanism, but that it would not enter into discussions until the number and values of the promoted lecturers’ salary points on the were agreed.

In response to the Management Side proposal for promoted posts, the Staff Side reported that it could only agree to a three point promoted lecturer salary scale in the range £44,721 - £50,000, and

since this not agreeable to the Management Side then the Staff Side reverted to its original proposal for a two fixed point salary scale in the range £44,721-£50,000 p.a.

The Staff Side stated that it believed that the Management Side proposed differential between unpromoted and promoted lecturers was too small. The Management Side disagreed and referred to the current salary data tabled previously.

Adjournment

The Staff Side invited the Management Side to improve its £43,000 point as the EIS would be willing to negotiate from its £44,721 in order to gain an agreed output at the SLWG. Furthermore, that an agreed output would mean that there could be one national pay scale – incorporating unpromoted and promoted lecturing staff.

Adjournment

At this stage Management Side indicated that it was unable to move from £43k in light of the principles at NESCOL.

The management Side confirmed its proposal for a three fixed point promoted salary scale, £43,000 - £50,000 pa.

Next Step

The SLWG-Pay will report progress on the unpromoted lecturer salary scale and the position with regard to a promoted lecturer salary scale to the NJNC – Side Table (Lecturers) meeting on Thursday 9 February 2017.

No further meetings of the SLWG-Pay are proposed.