

Approved Action Note of the meeting of the Short Life Working Group (SLWG) – Pay held on Thursday 24 November 2016 at 1300 hrs in City of Glasgow College, Riverside Campus, Glasgow.

In Attendance

Charlie Montgomery	Staff Side (Chair)
Pam Currie	“ “
John Kelly	“ “
Jim O'Donovan	“ “
David Alexander	Management Side
Steve Hall	“ “
Carol Scott	“ “
Stuart Thomson	“ “
David Belsey	Staff Side Secretary
John Gribben	Management Side Secretary

Chair

It was agreed that the Staff Side would chair the meeting.

Welcome and Apologies

No apologies were submitted.

Minute of Previous Meeting

The Chair requested that the Action Note of Thursday 10 November 2016 be amended to reflect the additional time granted for modelling of Pay Migration and Harmonisation. This was agreed.

Review of Base Line Data

The Management Side presented the modelling of the EIS proposed model based on 'Top to Top' and 'five year service' for a four point and five point pay scale. It was clarified that the EIS model is an assumption of a 1 August date for annual salary increments. The wording of the model definition was reviewed and agreed, and this was emailed to the Staff Side Secretary on Thursday 24 November 2016.

The Management Side agreed to update its modelling of the model and re-issue prior to the next meeting.

Action: Management Side

It was agreed that placement and progression had still to be discussed.

Action: All

The Staff Side agreed to forward its proposals on how the existing array of promoted posts could be combined to fit their proposed two point salary scale.

Action: Staff Side

The Staff Side agreed to forward a list of questions on promoted posts duties and responsibilities.

Action: Staff Side

The Management Side agreed to provide any further information received in relation to teaching and learning structures at the next meeting.

Action: Management Side

Attachment

- Agreed wording for the EIS model attached for information below.

Date of Next SLWG Meeting

Thursday 1 December 2016 at 1300 hrs in City of Glasgow College, City Campus, Glasgow.

SLWG Pay Scale Model as at 24th November 2016

The following is for modelling purposes only and does not constitute agreement.

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 1st 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 1st 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).