

Approved Action Note of the meeting of the Short Life Working Group (SLWG) - To Jointly Develop an Agreement for a Harmonised Workforce for the Future held on Thursday 3 November at 1300 hrs in EIS Offices, Moray Place, Edinburgh.

In Attendance	
Carol Scott	Management Side (Chair)
David Alexander	“ “
Stephanie Graham	“ “
Steve Hall	“ “
Donny Gluckstein	Staff Side
Penny Gower	“ “
Jim O'Donovan	“ “
Gary Ross	“ “
John Gribben	Management Side Secretary
David Belsey	Staff Side Secretary

Chair

Management Side chaired this meeting.

Welcome and Apologies

There were no apologies. For the Management Side, David Alexander, member of the SLWG – Pay attended the meeting.

Action Note of Previous Meeting

The draft action note was amended for accuracy regarding the Management Side's request to bring the SLWG together and the EIS rejection to this proposal.

EIS Response to Management Side Submission (Paper 2)

The chair invited the Staff Side to present the written response to the Management Side submission.

The Staff Side Secretary explained that the MS submission had been considered line by line. Some Management Side suggestions have been accepted and incorporated into the revised EIS document. Some Staff Side text has been improved, a number of Management Side deletions re-instated and some Management Side suggestions rejected. Changes were highlighted in red.

The definition of Lecturer used by the Management Side needed further clarification and the Staff Side requested an explanation of the term 'Agile Working'.

The Management Side stated that the roles and responsibilities of teaching staff fell within the remit of the SLWG - Pay, as set out in the Roadmap and the definition needed broader consideration. The term 'Agile Working' referred to flexibility on where a member of staff can work within a campus (e.g. hot-desking) or off-campus. After further discussion it was agreed that a clear definition of 'lecturer/lecturing staff' was required.

Action: All

The Management Side pointed out that for example, Equal Opportunities statements and Family Friendly Policies applied equally to all staff and were not specific to teaching staff. Any statements in the agreed text must recognise this. This was acknowledged.

Action: All

The Management Side appreciated the feedback on the document but requested more time to consider the Staff Side changes to the submission and will respond at the next meeting.

Action: Management Side

Date of the Next SLWG Meeting

The next meeting will be held at **City of Glasgow College, Riverside Campus, Glasgow on Thursday 10 November 2016 (1000-1200).**