

**Approved minute of the meeting of the National Joint Negotiating Committee – Side Table Lecturers held on Thursday 21 May 2015 at 1600 hrs in Edinburgh College, Milton Road Campus.**

**In Attendance**

Donny Gluckstein	Staff Side ( Chair )
Pam Currie	“ “
Charlie Montgomery	“ “
Liz McIntyre	Management Side (Chair)
Rob Wallen	“ “
Judy Keir	“ “
Janie McCusker	“ “
David Belsey	Staff Side Secretary
John Gribben	Management Side Secretary

**07/15 Welcome & Apologies**

Apologies were noted from John Kelly and Audrey Cumberford.

**08/15 Previous Minute**

Approved after minor amendment.

**09/15 Response to Pay Claim**

EIS Side sought clarification as to whether the Pay Offer issued by the Management Side Secretary on 20 March 2015 was the full and final offer.

Management Side stated its 2015/16 pay position, that in the absence of a signed national RPA that the Management Side had no mandate to make a pay offer for 2015-16 and therefore it was not in a position to make a full and final offer.

Staff Side responded that the NJNC had been engaged in negotiations on the 2015-16 pay claim since the 30<sup>th</sup> October 2014 and the current meeting was the 4<sup>th</sup> meeting to deal with the 2015-16 pay claim. The Staff Side stated that it was a bit late to state that there were no negotiations in place.

Management Side restated that in the absence of a signed national RPA it had no mandate to make an offer.

The Staff Side stated that the agreed minute of 30 October 2014 showed that the NJNC agreed to proceed with negotiations. The Management Side emphasised the significance of the RPA being in place.

The Staff Side referred to a document sent by the Management Side Secretary and signed by the Management Side Chair Ian Mackay quoting the parts referring to “negotiations” and “offer”. The Management Side stated that it did not recognise the document as a pay offer, and that it should not be interpreted as such.

The Staff Side requested Management’s full and final offer.

## **Adjournment**

Management Side emphasised everything that it was acting in good faith, with a genuine commitment to keep things moving forward. Management Side restated that in the absence of a mandate it was not in a position to make a full and final offer as requested.

Management Side Chair suggested that if the EIS wanted a pay offer then it would either need to wait until the nRPA was signed or the EIS needed to approach colleges directly and submit local pay claims, through the extant bargaining arrangements.

The EIS objected to both suggestions and it sought clarity on the Management Side's commitment to National Bargaining. The Management Side stated that it was committed to national bargaining.

## **Adjournment**

The Staff Side stated that it was lodging a national dispute at the NJNC over the failure of the Management Side of the NJNC to make a reasonable offer.

Management Side sought clarity on the dispute and what the dispute machinery would be.

Staff Side advised that this was a dispute with the Management Side of the NJNC for failing to make a reasonable pay offer. The EIS added that it was happy to use the dispute mechanism contained within the national RPA agreed at the NJNC.

## **Adjournment**

Management Side suggested it might be helpful for the EIS to confirm the dispute in writing so that it could determine its position as in the absence of a signed nRPA that it did not recognise a national dispute.

The EIS stated that it would be happy confirm the dispute in writing.

## **10/15 Date of next meeting**

None