



Approved Minute of meeting of the National Joint Negotiating Committee (NJNC) – Side Table Lecturers, held on Thursday 2 March 2017 (1030) at City of Glasgow College, City Campus.

In Attendance	
Charlie Montgomery	Staff Side (Chair)
Pam Currie	“ “
John Kelly	“ “
Jim O’Donovan	“ “
Margaret Cook	Management Side (Chair)
David Alexander	“ “
Paul Little	“ “
Carol Scott	“ “
Audrey Cumberford	“ “ (Observer)
John Gribben	Management Side Secretary

09/17 Welcome and Apologies

The Staff Side Chair welcomed all to the meeting. Apologies were noted from David Belsey and Ian McKay.

10/17 Minutes of Previous Meeting

Amendments to the minutes were proposed, these will be addressed by the Joint Secretaries and returned to the next NJNC for final agreement.

11/17 Matters Arising

None.

12/17 Dispute

Staff Side set out its dispute of a failure to agree the implementation of the NJNC March 2016 Agreement and that it considered this to be the second of two dispute meetings in accordance with the NRPA.

Staff Side set out it was in the process of an indicative ballot for industrial action and all indicators are that members are furious at the lack of progress.

Management Side sought clarity as to what resolution the Staff Side were seeking, to which the response was an agreed implementation of the March 2016 Agreement.

Management Side proposed that the NJNC STL meeting continues to reach that resolution, with a view being taken at the end of the meetings to most appropriate route forward.

Staff Side queried whether a deal could be reached today, with the Management Side advising that it remained optimistic, however significant detail was still required to be agreed by both sides, including the Equality Impact Assessment, advising that compromise would be required on the areas where there is currently no consensus.

Management Side advised that payment could still be guaranteed and made in April salaries if agreement could be reached.

13/17 Output from Technical Working Group

All Technical Working Group outputs, including the notes of 23 and 24 February 2017 were considered. Minor amendments were proposed to the outputs and notes; it was agreed these would be updated by the Joint Secretaries and shared with members of the Technical Working Group.

Adjournment

The NJNC STL agreed the Technical Working Group could continue, with meetings on 9 and 10 March, to report back to the NJNC STL meeting on 16 March 2017.

The EIS expressed a concern that matters not covered by the Technical Working Group may remain unresolved. Management Side advised that it would continue to work to reach agreement on all outstanding areas throughout the course of this NJNC STL, and if necessary continue those discussions through to 16 March 2017.

14/17 Core Conditions of Service

Both sides exchanged views and positions on core conditions of service, including:

- Working Hours – inclusive of weekly and annual maximum class contact.
- Annual Leave.
- Salary conservation.
- Transfer to permanent status.

The EIS expressed concern at Management Sides proposal impacting on the quality of preparation and provision. With the Management Side setting out that obtaining maximum flexibility in contracts was essential for sustainability and to deliver the total package.

To provide absolute clarity, the Management Side advised the Agreement is not intended to be self-funding, nor is the driver for securing agreement built around cost. Management Side reminded the EIS there is a financial cost to this Agreement, and those costs have been shared with the NJNC.

Following a succession of **adjournments**, from which both sides acknowledged respective movement, and both Sides had set out their negotiation position on core conditions, it was agreed:

- The Technical Working Group would meet on 9 and 10 March 2017 to consider Job Matching Appeals, Job Matching Criteria, TQFE and remission, to consider contact and non-contact time duties in order to progress discussions on class contact and annual leave.
- In line with the NRPA dispute procedures, a third dispute meeting would take place on 16 March 2017.
- A NJNC STL meeting would take place on Thursday 16 March 2017 with a view to reaching agreement.
- The Staff Side requested a response on their 2017/18 pay claim. The Management Side advised that they would respond after the next scheduled Employers' Association meeting on Monday 13 March 2017.

END