

## Side Table Lecturers – Minute Thursday 6 April 2017

Approved Minute of meeting of the National Joint Negotiating Committee (NJNC) – Side Table Lecturers, held on Thursday 6 April 2017 (0915) at City of Glasgow College, City Campus.

<b>In Attendance</b>	
Margaret Cook	Management Side (Chair)
David Alexander	“ “
Carol Scott	“ “
Audrey Cumberford	“ “ (Observer)
Stuart Thompson	“ “
Charlie Montgomery	Staff Side (Chair)
John Kelly	“ “
Jim O'Donovan	“ “
Gary Ross	“ “
John Gribben	Management Side Secretary
Ann Keenan	Staff Side Secretary

### 26/17 Welcome and Apologies

The Management Side Chair welcomed all to the meeting.

Apologies noted from David Belsey, Pam Currie, Paul Little

### 27/17 Minutes of Previous Meeting

With minor amendment, the minute of Friday 24 March 2017 was agreed.

### 28/17 Matters Arising

None

### 29/17 Dispute.

In line with the NRPA, this was an agreed fifth Dispute meeting.

The Staff Side set out its dispute had not been resolved as there had been no undertaking to pay the agreed increase in April 2017. Staff Side encouraged the employers to intervene in a positive way to avoid strike whilst renewing its commitment to engage in negotiations to resolve the dispute prior to strike action being taken.

The Management Side raised the prospect of engaging the service of ACAS in line with the dispute procedure. EIS responded by advising they were aware of this option and would consider this further in consultation with the EIS General Secretary.

The EIS indicated that strike action was a measure of last resort and raised its concerns about the impact on students, highlighting its frustration about the Management Side's failure to implement the pay increase agreed for April 2017. Employers stated that strike action would disrupt the student experience but indicated that this was not a failure on the Employers' side, rather a collective failure to reach a resolution by negotiation.

### **30/17 Feedback from Technical Working Group**

It was agreed, with minor amendment that the note of the Technical Working Group of 30 March 2017 reflected the discussion. In respect of conservation of salary no consensus was reached.

The Management Side took the opportunity to remind the Staff Side that nothing was agreed until the total package is agreed.

The EIS responded by setting out its disappointment at the Management Sides failure to move and produce any rationale behind its proposals in relation to annual leave. The Management Side echoed this sentiment towards the EIS, adding that the EIS proposals were untenable.

Both Sides' reflected that they were simply restating and rehearsing well documented conversations, and that such an approach would not take the issues remaining under consideration forward.

The EIS set out that it needed protection for its members as they believe lecturers would be abused because of the Management Sides proposals. The Management Side reminded the EIS of the significant work already undertaken, and it hoped this would not be lost, however this would have to be an everything or nothing approach, a total package.

The EIS acknowledged the work undertaken and again urged the Management Side to find a solution before the ballot was announced to avoid the necessity of strike action

The Management Side responded by stating that a failure to agree was a collective failure of the NJNC. In respectively acknowledging a disagreement on either sides position, the Management Side considered the EIS proposals were essentially for a workforce for the past lacking any credible explanation.

The EIS again put forward its proposals to extend the teaching year by three weeks, believing this would deliver what the Management Side were seeking while adding benefit to the students.

### **Adjournment**

General discussion around the EIS proposal to extend the teaching year to 39 weeks and the potential positive impact on the student experience. The Management Side considered the EIS proposal to extend the teaching year would be detrimental and increase costs. There was no consensus reached on this position

### **31/17 Implementation of the March 2016 Agreement**

It was agreed there were three areas for discussion and resolution:

- Class contact
- Annual Leave
- Salary Conservation

The Management Side request was to involve the services of ACAS to prevent the NJNC going around in ever decreasing circles.

The Staff Side advised they would consider the request, but renewed its commitment to working with the Management Side to reach consensus. The Staff Side highlighted that it was difficult to justify the Management Side proposals which would mean less preparation time and more classes.

## **Adjournment**

Proposals were exchanged in relation to salary conservation.

The EIS stated that it had again moved its position from lifetime conservation for new arrangements but that it was not in the business of negotiating anything that would adversely affect members' current conservation arrangements.

The EIS considered that the Management Side were again hardening their position, which did not reflect the discussion at the Technical Working Group.

There was discussion about the impact of TUPE on an agreed new notional contract. The EIS indicated that it would be helpful if the Employers could share the legal advice which they had referred to in relation to salary conservation and TUPE. It was agreed that there would be benefit in sharing this legal advice. Both Sides agreed to share their respective legal advice related to conservation and TUPE.

## **32/17 Response to Pay Claim**

The Management Side considered the subject of annual pay review should be a matter for the NJNC Central Committee, and that for 2017/18 period cognisance should be given to the Scottish Governments Public Sector Pay Policy

The EIS set out that pay was not a matter for the Central Committee and it was not within the Management Sides gift to unilaterally change the bargaining arrangements, adding that the Management Side's proposals come as a complete surprise, and was unacceptable to the EIS.

The Management Side advised it was not taking unilateral action, pay matters reserved for the side table were "unique" matters related to pay. The Management Side advised the pay claim would be considered in more detail by the Employers' Association on 8 May 2017, with an anticipation that the claim would be responded to in full at the May NJNC.

It was agreed that the joint secretaries would schedule the next NJNC week commencing 17 April.

END