

Minute of the meeting of the National Joint Negotiating Committee (NJNC) – Side Table (Lecturing) held on Thursday 26 August 2021 at 1300 hours, via Video Conference.

In Attendance	
Anne Campbell	Management Side
Jackie Galbraith	“ “
Alex Linkston	“ “ (Chair)
Ross Martin	“ “
Alan Ritchie	“ “
Derek Smeall	“ “
Evan Williams	Interim Management Side Secretary (observer)
Donny Gluckstein	Staff Side
Anne-Marie Harley	“ “
Eileen Imlah	“ “
John Kelly	“ “
Jim O’Donovan	“ “
Heather Stevenson	Management Side Secretary
Stuart Brown	Staff Side Secretary
Jillian Cheape	Secretariat
Eileen Zerbinati	Zoom Administrator

16/21 Welcome and Apologies

The Management Side was in the Chair for this meeting. The Chair welcomed all to the meeting and introduced Evan Williams as Interim Management Side Secretary, for the lecturing staff side, due to Heather Stevenson’s retirement at the end of September 2021. Apologies were noted from Charlie Montgomery, Staff Side and Joanna Campbell and Sue Clyne, Management Side.

17/21 EIS-FELA Pay Claim 2021/22

The Management Side opened the meeting by thanking the Staff Side for its revised claim at the previous meeting.

The Management Side reminded the Staff Side that any settlement must be affordable and sustainable to the sector and invited Alan Ritchie to provide an update on the key points of the Financial Forecast Return (FFR) for further education institutions 2020-21 to 2023-24. It was highlighted that colleges should consider Public Sector Pay Policy (PSPP) in planning for future pay and that sustainability in the sector is in the sectors’ hands. The Staff Side requested the FFR Circular was shared – this was agreed.

The Staff Side recapped key points in its claim, for example GTCS registration and individual costs incurred by lecturers working from home

The Management Side stated that there was no surplus due to Covid 19 and any savings made were used to support staff and students, it further stated that colleges had continued utilities costs throughout any closure period as well as additional costs which were unfunded.

The Management Side asked the Staff Side why it was deviating from PSPP. The Staff Side responded that PSPP is a minimum, not a maximum, and that it is EIS-FELA policy to negotiate ‘flat rate’ pay awards to ensure that differentials between pay scales would not get out of control.

The Staff Side expressed a desire to negotiate beyond adherence to the minimum of PSPP. The Management Side advised the Staff Side that, having listened to the points made, that PSPP minimum remained the substantive offer, however, it would consider an increase to the percentage for those earning above £40,000 – 1.5% if the Staff Side was prepared to take this to its members. It was agreed to take an adjournment to consider.

Adjournment

Following the adjournment, the Staff Side advised it could not accept this position and advised it was willing to reduce its claim, at this stage, to a flat rated claim of £1400.

The Management Side noted the reduction in the Staff Side claim and suggested the meeting was adjourned to allow further costings to be undertaken and ensure any offers made to both staff groups are affordable and sustainable to the sector. The Staff Side restated its request for a flat cash settlement and that constitutionally these negotiations are separate from other bargaining groups.

The Management Side agreed that they are in separate negotiations, however, reminded the Staff Side that there is only one funding envelope to cover both staff groups.

The Management Side suggested that the meeting be reconvened in one week. This was agreed.

18/21 Date of Next Meeting

It was agreed to reconvene the meeting on **Thursday 2 September 2021**.