

Agreed Minute of the meeting of the National Joint Negotiating Committee (NJNC) – Side Table (Lecturing) held on Thursday 17 March 2022 at 0930 hours, via Video Conference.

In Attendance	
Donny Gluckstein	Staff Side
Eileen Imlah	“ “
John Kelly	“ “ (Chair)
Charlie Montgomery	“ “
Jim O’Donovan	“ “
Anne Campbell	Management Side
Sue Clyne	“ “
Jackie Galbraith	“ “
Alex Linkston	“ “
Ross Martin	“ “
Alan Ritchie	“ “
Derek Smeall	“ “
David Watt	“ “
Stuart Brown	Staff Side Joint Secretary
Evan Williams	Interim Management Side Joint Secretary
Jillian Cheape	Secretariat
Catherine McCreath	Zoom Administrator

43/21 Welcome and Apologies

The Staff Side was in the Chair for this meeting. The Chair welcomed all to the meeting.

Apologies were noted from Anne-Marie Harley, Staff Side.

44/21 Minute of Previous Meeting and Any Matters Arising

The minutes of previous meetings were still outstanding and was with the Staff Side Joint Secretary for consideration.

The Staff Side wished to note that the current narrative format of minutes is time consuming and requested that a more action-based minute is drafted going forward, in order that consideration and agreement can be more prompt.

It was agreed the Joint Secretaries will discuss and agree a style of minutes going forward.

45/21 Pay Dispute

The Staff Side confirmed its Statutory Ballot for Industrial Action has opened and closes on Thursday 31 March 2022, following which the outcome will be communicated with the management side. The staff Side requested that a further meeting to discuss pay be set up urgently.

The Management Side reiterated its view that the current offer of £850 consolidated and a £150 recognition award for all unpromoted and promoted lecturers was a final and generous offer under the circumstances and that the sector was not in a financial position to increase this offer.

The Staff Side did not agree with the Management Side position that it was a generous offer given the rate of inflation and increased workload being experienced by its members. The Staff Side further stated that senior staff pay awards have been significantly higher and that has been principals who have received rises between £7,000 to £10,000.

The Management Side requested the Staff Side provide evidence on the figures quoted.

The Staff Side stated that this is information that is publicly available in college accounts and agreed to provide this information.

46/21 COVID – Return to Campus

The Management Side position remained that the NJNC was not the correct to discuss this matter, however, agreed to a small group meeting to have an open conversation and listen to their concerns. The Management Side advised that the College Principals' Group has agreed to have a fact finding meeting with three EIS-FELA representatives to discuss concerns teaching staff may have in returning to campus based learning and teaching.

The Staff Side requested clarity and stated the small group should have proposed outcomes and objectives.

Following lengthy discussions, the Staff Side requested a short adjournment.

Adjournment

Following an adjournment, It was suggested that the small group report back to the NJNC – Side Table.

47/21 Transfer to Permanency

The Staff Side raised concerns over the variations in the sector over the implementation of Transfer to Permanency Agreement and specifically for those on permanent contracts working additional hours. The Staff Side advised that there is a lack of consistency in the application of c04/18, with some colleges are issuing permanent hours after two years based on the average hours worked over the period and others deploying different methods.

It was agreed the Joint Secretaries would continue discussions on this matter.

48/21 Draft Circular STL 01/22 – Lecturing Staff National Dispute Resolution – National Referral Process

The Management Side presented a draft referral process, **Paper 2**, following agreement at the last NJNC – Side Table (Lecturing) meeting on Thursday 16 December 2021 that a process was required if the Joint Secretaries could not reach a position on any referrals relating to Circular 02/21.

The Staff Side did not agree that an appointment of an independent party to Chair meetings of a Referral Appeal Subcommittee was necessary as there is the question of objectivity and potential of further lack of progress.

Following lengthy discussions, it was agreed the Joint Secretaries would have offline discussions regarding this matter.

49/21 Date of Next Scheduled Meeting

The next scheduled meeting of the Side Table (Lecturing) is **Thursday 16 June 2022**, however, an earlier meeting may require to be scheduled regarding pay. This will be discussed by the Joint Secretaries.

Action Monitoring Log

Thursday 16 December 2021		
Action	Owner	Completion Date
Continue discussions on Pay Claim once clarification on the budget announcement has been received.	Management Side / Staff Side	Complete
Management Side to formally put in writing its proposal for an appeal group to look at the Lecturing Staff National Dispute Resolution Referral.	Management Side	Complete
Continue discussions on the creation of a new working group to discuss return to work in relation to Covid-19.	Management Side / Staff Side	In Progress
Thursday 27 January 2022		
Action	Owner	Completion Date
Submit a formal dispute letter to the Management Side.	Staff Side	Complete
Continue discussions on returns to campus.	Joint Secretaries	In progress
Thursday 17 March 2022		
Action	Owner	Completion Date
Discuss and consider a new style of minutes going forward.	Joint Secretaries	In progress
Provide evidence on the figures quoted in relation to senior staff pay awards.	Staff Side	Ongoing
Continue discussions on Transfer to Permanency	Joint Secretaries	Ongoing
Continue discussions on a referral process relating to Circular 02/21	Joint Secretaries	Ongoing