

Agreed Minute of the National Joint Negotiating Committee (NJNC) – Side Table (Lecturing) - Third Dispute Meeting – Pay 2022-23 held on Thursday 27 April 2023 at 1430 hours, via Video Conference.

In Attendance	
Angus Campbell	Management Side
Alan Ritchie	“ “
Derek Smeall	“ “
David Watt	“ “ (Chair)
Donny Gluckstein	Staff Side
Eileen Imlah	“ “
Charlie Montgomery	“ “
Garry Ross	“ “
Katrina Daly	Management Side Joint Secretary
Stuart Brown	Staff Side Joint Secretary
Jillian Cheape	Secretariat
Gavin Donoghue	Director of College Employers Scotland
Louis Martin	Zoom Administrator
Anne Davidson	Note Taker

Welcome and Apologies

The Management Side was in the Chair for this meeting. Apologies were noted from Anne-Marie Harley and Lynn Davis, Staff Side and Sue Clyne, Management Side.

2022/23 Pay Dispute – Third Dispute Meeting

The Management Side started by providing an update on the current financial position of the sector following the announcement of indicative funding allocations. It advised that the sector is already facing the prospect of reduced provision, due to the current position with sector cutbacks. Despite this being the current financial outlook, it recognises there does need to be a revision to the current offer of 2%.

As such, the Management Side further advised that following discussion at the College Employers Scotland (CES) Executive Group, it was able to make an improved offer to the Staff Side which would place enormous pressure on colleges. The new offer was for two-years – 3.5% for 2022/23 and 3.5% for 2023/24.

Adjournment

Following an adjournment, the Staff Side acknowledged the pressure on the sector with regard to funding. However, encouraged the Management Side to consider other pay settlements agreed for other public sectors and advised its members would not accept a lower offer.

The Staff Side reiterated the financial difficulties facing their members, in relation to the current cost of living pressures and the need for a fair pay offer. The Staff Side welcomed the prospect of a two-year deal and advised it would be supportive of this approach if the figures were right.

The Management Side stated that as they had tabled an improved offer, they had hoped to see a counteroffer from the Staff Side. The Staff Side advised that it believes a number of colleges are

currently budgeting for a significantly higher pay increase than the current pay offer. On this basis, it confirmed that it will not consider moving its current pay claim until an improved offer is made from the employers, which is more in line with what colleges are budgeting.

The Management Side noted that its revised offer was not accepted and advised it will formally present the offer to the Staff Side. The next steps are to explore further funding options with the Scottish Funding Council and to have further discussions with College Employers Scotland.

Date of Next Scheduled Meeting

The next scheduled meeting is **Thursday 15 June 2023**, although it was agreed to schedule a meeting after the CES meetings in May.