# BOARD OF MANAGEMENT

**Minutes:** 9 March 2016

**Present:** Keith McKellar (Chair – for items BM246 and 247) John McMillan (in the Chair for item BM248)

Nick Allan, Andrew Hetherington, Andrew Hunter, Lyndsay Lauder, Alison Mitchell.

**Attending:** Stephanie Graham (Vice Principal Educational Leadership), David Alexander (Vice Principal Operations), Liz Connolly (Vice Principal Corporate Development), Gwen McArthur (Secretary to the Board).

**Apologies:** Audrey Cumberford, Mike Haggerty, Jim Hannigan, Jacqueline Henry, Jenifer Johnston, David McDonald, Maggie McManus, Stacey MacWhirter, Mark Newlands, Karen Walker, Joyce White.

# BM246 WELCOME AND BACKGROUND

The Chair welcomed the members to this Special meeting which had been called to consider the recommendation from Colleges Scotland relating to the implementation of a pay award to Lecturing staff for 2015/16. This had been discussed at the last meeting on 25 February 2016 where it had been decided to wait until after the meeting of the Side Table Lecturing Staff at the National Joint Negotiating Committee (NJNC) (BM239). It had also been agreed that, because of the short notice of this Special Board meeting, if members could not attend then they would be asked to send in their views which would be taken into account during the discussions at this meeting before a final decision was reached.

# BM247 DECLARATION OF INTERESTS

Keith McKellar declared an interest as a member of the National Joint Negotiating Committee.

# BM248 NATIONAL BARGAINING: LECTURING STAFF (BM239)

John McMillan took the Chair.

.1 The Board noted that that there had been a meeting of the Side Table Lecturing Staff of the NJNC on 3 March 2016 where some meaningful discussions had taken place and which might assist in reaching a settlement in the future. Further discussions were now underway across the sector. However, this would not stop the current industrial action

that EIS members had voted for and which would start the following week. EIS had rejected the 1% pay offer and had given notice that there would be a one-day national strike on 17 March, two days of action the following weeks and rising to three days per week from mid- April to the end of June.

The Board was informed that the majority of colleges that had signed up to National Bargaining had decided to implement the 1% pay award offered to Lecturing Staff for 2015/16. Only two colleges, West College Scotland and one other, had still to take a decision. Although the Glasgow Colleges had not signed up to National Bargaining the EIS had confirmed that they were taking strike action there too, on the same days, but for different reasons.

At its last meeting the Board had agreed that those members who could not attend the meeting in person could communicate their views to the Secretary and these would be taken into account at the meeting. It was noted that 7 members had sent in their views which were: 5 had indicated that the recommendation from Colleges Scotland should be accepted, while 2 had indicated that they would support the majority view.

1. The Board was aware that a 1% pay award was in line with Scottish Government pay guidance, other public sector organisations and the 2015/16 pay increase agreed with Support Staff trade unions. The Minister had made it clear that there was no additional funding available to meet any pay award and so there was no scope for being able to offer any more than this. Also the funding for the following session, 2016/17, had not been announced yet but it was known that the sector would receive the same overall level of funding as it had this year. It was known that most other colleges would now pay their Lecturing staff the 1% pay award in their March salaries (one college had already paid this in the February salaries). If the Board did not accept the recommendation it was queried where this would leave the College in relation to national discussions across the sector.

The Board was also aware that it had signed up to National Bargaining and that, while it would have been preferable for agreement to have been reached on the 2015/16 pay offer, for the reasons outlined it was **agreed** that there should be acceptance of the recommendation proposed by Colleges Scotland to impose the 1% increase, enabling discussions for 2016/17 and beyond to progress. This was not a decision that the Board took lightly, and it was recognised that the close working relationships and constructive dialogue that the College had with trade

unions at a local level would continue in order to ensure positive working relationships could be maintained in the future.

* 1. The Board considered the impact that the proposed strike action would have on the students. If it continued for a number of weeks, and escalated to 3 days per week, this would have a significant impact on students and their ability to complete their courses. The Vice Principals provided the Board with an update on the steps being taken to mitigate the effects of this strike action. The Senior Management Team (SMT) had met the previous day to agree the arrangements to be put in place. Regular communications were being issued to all staff and students to ensure that they knew when the strike days were and what to expect. Alternative arrangements, such as alterations to the timetable, would be made as far as possible in order to ensure students continued to be taught. The Board welcomed this update.
  2. In light of the above information the Board

**RESOLVED** that the recommendation from Colleges Scotland to pay the 1% pay award for 2015/16 to Lecturing staff be accepted and that this be paid to the staff in the March salaries.

GMcA/15.03.16/Final