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From: John Gribben <john.gribben@collegesscotland.ac.uk>
Sent: 22 June 2018 13:24
To: Smart P (Paul)
Cc: [REDACTED]
Subject: National Bargaining Update: Lecturing Staff - Thursday 21 June 2018



Dear Paul (copied to [REDACTED] and [REDACTED])

For your information, please see an email below which was issued to the Employers' Association representatives and observers today.

Regards

John



Dear Employers' Association Representatives and Observers (copied to Management Side Representatives),

The National Joint Negotiating Committee (NJNC) – Side Table (Lecturing) met yesterday (Thursday 21 June 2018). An overview of the meeting and the key points discussed are noted below:

Pay Claim 2017/18 – Sixth Dispute Meeting

It is not our intention to be drawn into a war of words or attrition with the EIS. The current investment in lecturers' pay and conditions of service is real – the pay offer is more than reasonable.

The EIS requested we negotiate further on their revised pay claim. The EIS was advised that their claim had been rejected, and the employers offer was full and final that the EIS was requested to take the final offer back to their membership.

The EIS reminded the management side that they were ready, willing and hopeful to negotiate on pay, setting out that they believed the management side were unwilling to do so. The EIS requested details on the impact on the offer on a college by college basis.

The EIS considered there were sufficient funds available in the sector for their claim; the management side advised that potential unacceptable efficiency savings would be required if the EIS pay demands were met. The EIS was also reminded they were seeking a £60m pay increase on top of the significant investment in salary, at a time where there was no commensurate increase in teaching grant.

The EIS requested information on the pay increases for principals and senior management in the college sector, stating they had a legal entitlement to this information. The EIS was advised that the management side do not hold this information and would not seek to gather this, as it is out with the scope of the National Recognition and Procedures Agreement and the NJNC – Side Table (Lecturing). The EIS was advised, should they wish such information, that this was available through alternative methods.

Conserved and Extended Posts

Given the EIS still perceive conserved and extended posts as an issue, the management side agreed to gather relevant data to establish a position in the sector.

To note, the EIS has been previously advised that this matter has been concluded as part of the May 2017 Agreement.

The management side set out that on gathering relevant data, they did not consider there to be any issue. The EIS was advised that should they consider there is incorrect application of the Joint Circular, this should be raised through the joint secretaries.

NJNC Protocols

The EIS set out their disappointment that NJNC documents were given to the press and that there was a fundamental breach of the NJNC protocols and direct communication with EIS members.

The management side advised that they had complied with protocol. The NJNC was reminded that the protocol is currently being revised.

Lecturer Professionalism

It was recognised that registration had been agreed from April 2019: both sides had acknowledged they had respectively and actively engaged with GTCS and both await the outcome of the Education Bill currently going through the Scottish Parliament. It was agreed to keep this item on the NJNC agenda, as registration will be a significant part of the workplan going forward.

Terms and Conditions Working Group

A request was made from the EIS for this work to be prioritised and concluded.

Promoted Post Matching Process Update

It was acknowledged that this was a time-consuming process which was nearing completion. The process for notified referrals has now been concluded for seven colleges, with one outstanding. A forthcoming report will be brought to a future NJNC meeting.

Other Substantive Business

The EIS raised concerns over the local implementation of working hours 23+1, and sought a national mechanism to address local issues. The EIS was advised that should they consider there to be any breach of the Joint Secretary Circular 01/18, then this should be addressed through the agreed mechanism of the Joint Secretaries.

Next Steps

The next scheduled meeting of the NJNC – Side Table (Lecturing) is still to be agreed; this is likely to be September 2018.

If you have any queries on any of the above, please contact me directly.

Regards

John

[Redacted]

From: John Gribben <john.gribben@collegesscotland.ac.uk>
Sent: 22 August 2018 10:48
To: [Redacted]
Cc: [Redacted]
Subject: Confidential
Attachments: National Bargaining Update - August 2018.pdf; Projected and Estimated Impact of Upward Harmonisation for Support Staff.pdf

Sensitivity: Confidential

[Redacted]

As discussed last week, please find the following documents in the strictest confidence:

- National Bargaining Update – Lecturing Staff Side
- Projected and Estimated Impact of Upward Harmonisation for Support Staff

Regards

John

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From: [redacted]@collegesscotland.ac.uk>
Sent: 26 September 2018 17:17
To: Smart P (Paul)
Cc: [redacted]
Subject: National Bargaining Update - Side Table (Lecturing) - Wednesday 26 September 2018 Media Release
Attachments: 260918Lecturers_Vote_Overwhelmingly_to_Reject_Pay_Offer.pdf; Comment on the EIS-FELA Consultative Ballot Result - 26 September 2018.pdf



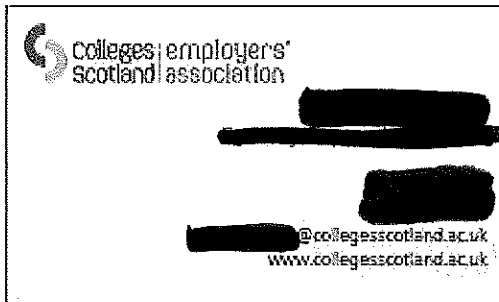
Dear Paul (copied to [redacted])

Media Release

For your information, please find attached a news release issued today (Wednesday 26 September 2018) by EIS-FELA and a comment in response by Colleges Scotland Employers' Association.

Regards

[redacted]



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From: [REDACTED]
Sent: 12 September 2018 09:57
To: john.gribben@collegesscotland.ac.uk
Subject: Analysis - EIS claim

Importance: High

Hello John.

I'm meeting the Minister tomorrow on matters national bargaining. The EIS claim that some lecturers will receive no uplift if management's offer on cost of living is accepted. Can you share any analysis / data you have to which support or refute these claims? How many lecturers will receive no uplift? How many are promoted/ un-promoted? Which colleges are these lecturers attached too?

Can you share with me your thoughts by close of play today.

Many thanks.

Kind regards

[REDACTED]

[REDACTED]

[Redacted]

From: [Redacted]
Sent: 31 January 2019 19:50
To: employers.association@collegesscotland.ac.uk; Pooley L (Linda) Dr
Cc: [Redacted]
Subject: RE: National Bargaining Update - Side Table (Lecturing) - Thursday 31 January 2019

Thanks John. Speak with you in the morning. [Redacted]

From: employers.association@collegesscotland.ac.uk <employers.association@collegesscotland.ac.uk>
Sent: 31 January 2019 18:23
To: Pooley L (Linda) Dr <Linda.Pooley@gov.scot>
Cc: [Redacted] <[Redacted]@gov.scot>; [Redacted] <[Redacted]@gov.scot>
Subject: National Bargaining Update - Side Table (Lecturing) - Thursday 31 January 2019



Dear Linda (copied to [Redacted] and [Redacted])

For your information, please see an email below which was issued to the Employers' Association representatives and observers today.

Regards

John

Colleges Scotland employers' association
John Gribben
Director of Employment Services
01796 892 057
07713 711 168
john.gribben@collegesscotland.ac.uk
www.collegesscotland.ac.uk
Argyll Court, Castle Business Park, Spring, Fife KY3 4TY



Dear Employers' Association Representatives and Observers (copied to Management Side Representatives)

National Joint Negotiating Committee (NJNC) – Side Table (Lecturing)

The NJNC – Side Table (Lecturing) met today (Thursday 31 January 2019). An overview of the meeting and the key points discussed are noted below:

Pay Negotiations

The management side entered today's negotiations positively, constructively and seeking to secure a negotiated settlement in line with the negotiation mandate agreed by the Employers' Association Executive Group, as previously advised and set out below:

- the financial envelope we are working within is £10m for any pay offer
- seek the suspension of strikes
- options for the redistribution of the £10m can be explored
- year one and two should be unconsolidated
- the impact of any redistribution of £10m will have to be fully understood.

The management side confirmed that the tabled offer, given on Thursday 24 January 2019, did not separate harmonisation from cost of living and that everything had to be considered within the same envelope.

The EIS-FELA requested further information in respect of the cost modelling of both the lecturers and the support staff as it was seeking parity with the support staff offer. The information was provided, however the EIS-FELA was advised that the employers' position had not changed – any offer had to be within the existing cost, although the employers were willing to discuss how that cost envelope could be best configured.

Following extensive discussions, the EIS-FELA submitted a revised proposal for consideration, which will be costed and considered by the negotiating team.

Next Steps

A suspension of strikes was again sought, but the EIS-FELA did not consider enough movement had been made to accede to this request. The EIS-FELA is aware that any final agreement will require to be ratified by the Employers' Association.

Today's NJNC meeting was adjourned to be reconvened next week.

The Employers' Association and the Employers' Association Executive Group will continue to be updated as appropriate.

If you have any queries on any of the above, please contact me directly.

Regards

John



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From: [Redacted]
Sent: 28 February 2019 16:38
To: employers.association@collegesscotland.ac.uk; Pooley L (Linda) Dr
Cc: [Redacted]
Subject: RE: National Bargaining Update - Side Table (Lecturing) - Thursday 28 February 2019

Thanks John.

From: employers.association@collegesscotland.ac.uk <employers.association@collegesscotland.ac.uk>
Sent: 28 February 2019 15:29
To: Pooley L (Linda) Dr <Linda.Pooley@gov.scot>
Cc: [Redacted] <[Redacted]@gov.scot>; [Redacted] <[Redacted]@gov.scot>
Subject: National Bargaining Update - Side Table (Lecturing) - Thursday 28 February 2019



Dear Linda (copied to [Redacted] and [Redacted])

For your information, please see an email below which was issued to the Employers' Association representatives and observers today.

Regards

John



Dear Employers' Association Representatives and Observers (copied to Management Side Representatives)

National Joint Negotiating Committee (NJNC) – Side Table (Lecturing)

The NJNC – Side Table (Lecturing) met today (Thursday 28 February 2019). An overview of the meeting and the key points discussed are noted below:

Pay Negotiations

In anticipation of the forthcoming Scottish Funding Council (SFC) announcement, which is expected to present a further significantly challenging financial climate, the meeting commenced with discussion around affordability.

Specifically, matters such as greater employer contributions to pensions, other financial pressures increasing, inclusive of some colleges operating Voluntary Severance Schemes all of which provide a context of less money being available.

As a reminder, this was the 12th dispute meeting and in line with our agreed mandate, a further revised sixth offer (**attached**) was made. This offer is not only enhanced, it represents a further overall increase in salary investment for our lecturing staff.

Our previous offer was circa £10m, with the EIS-FELA claim being at £14m, the revised offer on the table represents an additional investment in real terms on salaries of £2.5m consolidated.

Following an adjournment of almost one hour requested by the EIS-FELA, the EIS-FELA responded to the offer by seeking to unpack figures:

- confirming the core offer years 1-3 remains unchanged
- welcomed the increase in cost envelope provided, however, requested that this had to be part of the three-year period and not extended
- any extension to the period of offer would have to be a separate discussion.

Our revised offer is unquestionably closer to the EIS-FELA position but the message from the EIS-FELA is clear: this is still not enough.

Following a further joint adjournment, discussions focused on how we could negotiate around further efficiencies to resolve this dispute. The EIS-FELA refused to participate in this conversation, requesting to focus on the money, and setting out that the core offer has not been improved, and while it may provide the appearance of extra money it is not. The EIS-FELA set out that this is what is required to resolve the dispute.

The trade union set out that they do not determine how colleges spend money, how they believe the employers do have the ability to make an improved offer within the three-year dispute period and within the additional envelope of £2.5m.

The management side set out they are willing to continue to negotiate.

The EIS-FELA accused the management side of cynicism.

The management side outlined their disappointment that the revised offer has not been accepted and indicated that as SFC funding allocations are imminent, further discussion should follow after that announcement.

The EIS-FELA set out that it had not accepted or rejected the offer and wished to explore funding of an extra £2.5m within the current pay period, claiming that the employers have not moved an inch.

The management side proposed a further NJNC is scheduled for Thursday 7 March 2019 to which the EIS-FELA expressed disappointment at the employer's approach, setting out a keenness to resolve today.

First Minister's Questions

During today's First Minister's Questions, at 1240 hours Jackie Baillie MSP raised the issue of the EIS-FELA strikes and stated that today's talks had broken down in the previous hour without an improved offer from the employers. This was incorrect as the negotiations with the EIS-FELA started at 1000 and ended shortly after 1300 and as detailed above, an improved offer – our sixth – was tabled.

Next Steps

A further NJNC will be scheduled for **Thursday 7 March 2019**. The EIS-FELA has requested a meeting tomorrow (Friday 1 March 2019), the management side advised they would consider this request.

The Employers' Association and the Employers' Association Executive Group will continue to be updated as appropriate.

If you have any queries on any of the above, please contact me directly.

Regards

John

From: [Redacted]
Sent: 25 October 2018 14:56
To: Will McLeish
Subject: RE: Colleges Scotland Employers' Association Update on Pay Dispute with EIS-FELA

Thanks

From: Will McLeish <will.mcleish@collegesscotland.ac.uk>
Sent: 25 October 2018 14:40
Subject: Colleges Scotland Employers' Association Update on Pay Dispute with EIS-FELA



Thursday, 25 October 2018

Comment on Pay Dispute with EIS-FELA

Colleges Scotland Employers' Association has expressed disappointment at the Educational Institute of Scotland–Further Education Lecturers' Association (EIS-FELA) rejecting a substantial three-year pay deal and continuing its unnecessary pay dispute.

At a pay dispute meeting held at the City of Glasgow College today (Thursday), EIS-FELA informed representatives for the colleges that they were rejecting a deal which would see lecturers' salaries across Scotland increase on average by over 12% over three years from the combination of pay rises from National Bargaining's salary harmonisation and the additional pay offer.

On Friday, 19 October 2018, it was announced that, after serious negotiations and compromises from both parties, colleges had reached agreement on a two-and-a-half-year pay, terms and conditions deal with UNISON, UNITE, and GMB, which represent approximately half of the staff members at Scotland's colleges.

Commenting on the ongoing dispute with EIS-FELA, John Gribben, Director of Employment Services at Colleges Scotland Employers' Association, said:

"It is extremely disappointing that EIS-FELA's intransigence and refusal to recognise the substantial average pay increases from National Bargaining's salary harmonisation are pay rises as it is destabilising the sector and threatening a significant number of jobs. A pay rise is a pay rise irrespective of where it comes from and they are rejecting a combined pay offer which would be the best ever deal for college lecturers and see average pay rises of more than 12% over three years.

"Lecturers in Scotland are already receiving a better pay deal than the 2018-19 Public Sector Pay Policy but, despite the terrific combined pay, terms and conditions package on offer, EIS-FELA is looking to go out on strike for the third successive year. EIS-FELA continues to mislead its members and make mendacious claims about the overall package being offered to lecturing staff in colleges.

"The colleges' final pay offer would increase lecturers' average pay from £36,125 in April 2016 to £40,522 in April 2019 – an increase of 12.2%. EIS-FELA's additional pay demand would take average pay to an unsustainable £45,033 – a 24.7% rise – costing colleges an additional £60 million, which is utterly unaffordable and would bankrupt the college sector.

"EIS-FELA is adopting an unreasonable, belligerent approach based on disingenuous claims when they should recognise and agree to the excellent combined pay offer for lecturers."

Notes to Editor:

Colleges' pay offer to lecturing staff:

Year 1: 1st April 2017 – 31st March 2018

All lecturers who received less than £600 during the first 25% of National Bargaining harmonisation will receive an additional unconsolidated payment to ensure that every employee will receive a minimum of £600.

Year 2: 1st April 2018 – 31st March 2019

All lecturers who received less than £1000 during the second 25% of National Bargaining harmonisation will receive an additional unconsolidated payment to ensure that every employee will receive a minimum of £1000.

Year 3: 1st April 2019 – 31st March 2020

Immediately following the final 50% National Bargaining harmonisation payment, a consolidated award of 2.5% for all lecturers.

Outline of improved terms and conditions agreed for lecturing staff through National Bargaining:

On top of the 9% national average pay increase from harmonisation over the same three-year period, lecturers are also receiving annual leave increases to 62 days' holiday, a reduction in teaching hours to 23 hours weekly contact with students, salary conservation ensuring the retention for four years where a member of staff is currently in receipt of existing local salary conservation arrangements, paid provision of 150 hours remission time within existing paid hours for approximately 1,500 lecturers who don't have formal teaching qualifications to gain a TQFE, plus other terms and conditions either safeguarded or enhanced.

Pay agreement for support staff is as follows:

Year one 1 April 2018 - 31 March 2019:

3% increase for staff earning less than £36,500 with a minimum payment of £650 (FTE)

2% increase for staff earning more than £36,500, with a maximum payment of £1,600 (FTE) for those earning more than £80,000.

Year two 1 April 2019 - 31 March 2020:

3% increase for staff earning less than £36,500 with a minimum payment of £650 (FTE)

2% increase for staff earning more than £36,500, with a maximum payment of £1,600 (FTE) for those earning more than £80,000.

Year three 1 April 2020 – 31 August 2020:

£300 (FTE) or 5/12ths Public Sector Pay Policy, whichever is greater.

A range of improved national terms and conditions of service, including:

Increase of annual leave from 44 to 45 days; commitment to developing a national programme of support staff training.

The approximate 6,000 college support staff include: catering, cleaning, janitors, HR, ICT, student support, support for learning, librarians, and many more.

ENDS

For further information, please contact:

Will McLeish, Head of Communications and Public Affairs:

Tel: 01786 892063

Mobile: 07712 404 397

Email: will.mcleish@collegesscotland.ac.uk

[REDACTED]
Tel: [REDACTED]

Mobile: [REDACTED]

Email: [REDACTED]@collegesscotland.ac.uk

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From: Shona Struthers <Shona.Struthers@collegesscotland.ac.uk>
Sent: 13 May 2017 18:59
To: Director of Advanced Learning and Science
Cc: John Gribben; Paul Little; Stuart Thompson
Subject: Fwd: IMMEDIATE - OFFICIAL SENSITIVE - QUERIES ON FINANCIAL MODELLING
Attachments: IMAGE.jpeg; ATT00001.htm; IMAGE.jpeg; ATT00002.htm; Scottish Government - 2017-20 Cost Analysis - First Minister briefing 13 05 2017.xls; ATT00003.htm; Queries on CS financial modelling RESPONSE.docx; ATT00004.htm

Evening Aileen

Rather a premature email there with no cover note.

I've attached the updated files which address all the questions and queries raised over the last few days. I hope this meets all your needs. Please let me know if you require any further information or clarification. I'm still confirming our team for tomorrow and will come back to you tonight.

Regards
Shona

Sent from my iPhone

Begin forwarded message:

From: Shona Struthers <Shona.Struthers@collegesscotland.ac.uk>
Date: 13 May 2017 at 18:54:37 BST
To: "DirectorofAdvancedLearningandScience@gov.scot"
 <DirectorofAdvancedLearningandScience@gov.scot>
Subject: Fwd: IMMEDIATE - OFFICIAL SENSITIVE - QUERIES ON FINANCIAL MODELLING

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 Tel: 01786 892100, Fax: 01786 892001, E-mail: policy@collegesscotland.ac.uk
www.collegesscotland.ac.uk



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From: Director of Advanced Learning and Science
Sent: 13 May 2017 15:47
To: 'Shona Struthers'; 'John.Gribben@collegesscotland.ac.uk'; 'Paul Little'
Cc: [Redacted]; Smart P (Paul); Director of Advanced Learning and Science
Subject: IMMEDIATE - MEETING WITH DEPUTY FIRST MINISTER AND MINISTER FOR FE

Importance: High

Dear Shona, Paul, John

With apologies for disturbing your weekend, this note provides confirmation of my earlier text. Mr Swinney and Ms Somerville are keen to meet separately with both the EIS and Colleges Scotland (Employers Association). We are organising the meeting with the CS(EA) for tomorrow evening, Sunday 14 May, at 17.00 in our offices at St Andrew's House, Regent Street, Edinburgh.

I'd be grateful if you'd confirm the attendees to me urgently.

Many thanks,

Aileen

Aileen McKechnie | Director of Advanced Learning & Science | Scottish Government

5 Atlantic Quay | Broomielaw | Glasgow | G2 8LU

directorofadvancedlearningandscience@scotland.gsi.gov.uk | [Redacted]

<< OLE Object: Picture (Device Independent Bitmap) >> << OLE Object: Picture (Device Independent Bitmap) >>

From: Director of Advanced Learning and Science
Sent: 13 May 2017 20:50
To: 'Shona Struthers'
Cc: Director of Advanced Learning and Science; McAteer J (Julia); Smart P (Paul)
Subject: RE: CS EA Delegation Sunday 14 May SAH 5pm

Hi Shona

Many thanks for confirming. We'll need any additional names for security (we're opening the building just for these meetings).

Appreciate your help with this on a weekend.

Aileen

Aileen McKechnie | Director of Advanced Learning & Science | Scottish Government

5 Atlantic Quay | Broomielaw | Glasgow | G2 8LU

directorofadvancedlearningandscience@scotland.gsi.gov.uk | [Redacted]



From: Shona Struthers [mailto:Shona.Struthers@collegesscotland.ac.uk]
Sent: 13 May 2017 20:00
To: Director of Advanced Learning and Science
Subject: CS EA Delegation Sunday 14 May SAH 5pm

Evening Aileen

I can confirm the following attendees for the meeting tomorrow at SAH 5pm:

- 1) Ian Mackay - Chair EA
- 2) Ken Milroy - Chair CS
- 3) Paul Little - Principal City of Glasgow College
- 4) Audrey Cumberland - Principal West College Scotland
- 5) Shona Struthers - CEO CS / EA
- 6) John Gribben - Director CS and Joint Secretary EA.

Still to confirm at this stage:

- 1) Tony Jakimciw - chair Borders College and Chair Funding & Finance committee CS
- 2) Stuart Thompson - VP City of Glasgow College.

Please let me know if you require any further info.

Regards
Shona

Sent from my iPhone
 Colleges Scotland, Argyll Court, Castle Business Park, Stirling FK9 4TY
 Tel: 01786 892100, Fax: 01786 892001, E-mail:
policy@collegesscotland.ac.uk<mailto:policy@collegesscotland.ac.uk>
www.collegesscotland.ac.uk<http://www.collegesscotland.ac.uk>

From: Director of Advanced Learning and Science
Sent: 11 June 2017 21:04
To: 'Shona Struthers'
Cc: Director of Advanced Learning and Science
Subject: RE: Letter from Chair of Colleges Scotland

Shona – many thanks for this. Useful to see.

All best,

Aileen

Aileen McKechnie | Director of Advanced Learning & Science | Scottish Government

5 Atlantic Quay | Broomielaw | Glasgow | G2 8LU

directorofadvancedlearningandscience@scotland.gsi.gov.uk | [REDACTED]



gov.scot



I AM AN ALLY

From: Shona Struthers [mailto:Shona.Struthers@collegesscotland.ac.uk]
Sent: 09 June 2017 17:49
To: Director of Advanced Learning and Science
Subject: Fwd: Letter from Chair of Colleges Scotland

Aileen
 For your info.
 Good weekend.
 Shona

Sent from my iPhone

Begin forwarded message:

From: [REDACTED] <[REDACTED]@collegesscotland.ac.uk>
Date: 9 June 2017 at 16:55:03 BST
To: "Paul.Smart@gov.scot" <Paul.Smart@gov.scot>
Cc: "[REDACTED]@gov.scot" <[REDACTED]@gov.scot>, "[REDACTED]@gov.scot" <[REDACTED]@gov.scot>, Shona Struthers <Shona.Struthers@collegesscotland.ac.uk>, John Gribben <John.Gribben@collegesscotland.ac.uk>
Subject: Letter from Chair of Colleges Scotland

Paul,

Please find attached our letter of response from Ken Milroy which we have sent to the Deputy First Minister following his letter of this afternoon.

Regards,

[REDACTED]

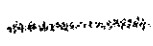
[Redacted]

From: Director of Advanced Learning and Science
Sent: 15 September 2017 14:01
To: John Gribben; [Redacted]
Cc: [Redacted] Director of Advanced Learning and Science; [Redacted]
Subject: RE: INVITATION TO WORKSHOP ON 21 SEPTEMBER

John

Thanks for this and all your help thus far. This is not a NJNC therefore the usual processes around that do not apply. Should parties wish to pre-meet, they should do that on their own time. We need the full day for this workshop. I'm sorry if that creates any difficulty for you. We're anticipating an 08.30 for 0900 start, one hour lunch, 17.00 close (I note your point about Ken, will reflect on that). We'll get the detail out swiftly.

All best,



Aileen

Aileen McKechnie | Director of Advanced Learning & Science | Scottish Government

5 Atlantic Quay | Broomielaw | Glasgow | G2 8LU
directorofadvancedlearningandscience@scotland.gsi.gov.uk | [Redacted]



From: John Gribben [mailto:john.gribben@collegesscotland.ac.uk]
Sent: 15 September 2017 11:54
To: [Redacted]
Cc: [Redacted]
Subject: RE: INVITATION TO WORKSHOP ON 21 SEPTEMBER

[Redacted]

Will do, as discussed with [Redacted] important we get agenda, timings etc ASAP.

This has implication of our team (which we are giving careful thought to) the lessons learned will incorporate an agreed route forward. Therefore I need the right balance in the room of individuals that can give background input, but more importantly the right people who will be taking this forward.

Also as mentioned to [Redacted] I think the TU's will want to have a private meeting before hand, equally important will be a pre meet of the Employers

A formal kick off to the exercise of 12 may be appropriate but much will depend on agenda, format, location, the chair of Colleges Scotland will have to travel down from Aberdeen

JG

From: [Redacted]@gov.scot [mailto:[Redacted]@gov.scot]
Sent: 15 September 2017 11:14

To: John Gribben <john.gribben@collegesscotland.ac.uk>

Subject: INVITATION TO WORKSHOP ON 21 SEPTEMBER

Dear John,

Ahead of the workshop on the 21st of September, I would be grateful if you could confirm who will be attending from Employers Association, what the role is for each attendee and also a contact email for each member.

Grateful if you could provide this information by close noon Monday 18th September.

We currently await a confirmation of the venue, agenda and timings for this workshop. We will get this information to you as soon as possible.

Many thanks

[REDACTED] | College Governance and Workforce Branch | College Policy Team | Colleges, Young Workforce and SFC Sponsorship Division | Advanced Learning and Science Directorate | Scottish Government

5 Atlantic Quay, 150 Broomielaw, Glasgow G2 8LU
[REDACTED]

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Tha am post-d seo (agus faidhle neo ceanglan cÅ²mhla ris) dhan neach neo luchd-ainmichte a-mhÅ in. Chan eil e ceadichte a chleachdadh ann an dÅ²igh sam bith, a' toirt a-steach cÅ²raichean, foillseachadh neo sgaoileadh, gun chead. Ma 's e is gun d'fhuair sibh seo gun fhiosd', bu choir cur Å s dhan phost-d agus lethbhreac sam bith air an t-siostam agaibh agus fios a leigeil chun neach a sgaoil am post-d gun dÅ il.

Dh'fhaodadh gum bi teachdaireachd sam bith bho Riaghaltas na h-Alba air a chlÅ radh neo air a sgrÅ¹dadh airson dearbhadh gu bheil an siostam ag obair gu h-Å¹ifeachdach neo airson adhbhar laghail eile. Dh'fhaodadh nach eil beachdan anns a' phost-d seo co-ionann ri beachdan Riaghaltas na h-Alba.

[Redacted]

From: [Redacted]@collegesscotland.ac.uk>
Sent: 15 January 2019 15:11
To: Pooley L (Linda) Dr; [Redacted]
Cc: John Gribben
Subject: EIS Industrial Action and Employers' Association Business Case
Attachments: Colleges Open.Closed 16.01.2019.pdf; Comment on EIS-FELA Strike Action - Monday 14 January 2019.pdf; Business Case for the Continued Funding of Colleges Scotland Employers' Association (with Appendices).pdf



Dear Linda and [Redacted]

Colleges Open/Closed

Please find attached information that we have collated to date on the status of colleges opening/closed tomorrow. This will be updated tomorrow when the strike forms are returned but this may be helpful meantime.

Communications

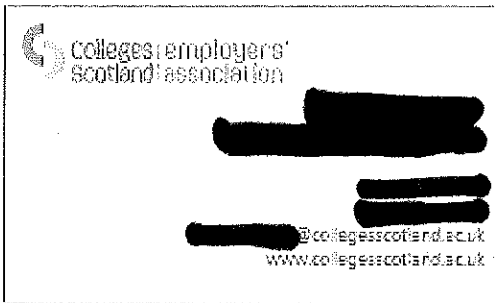
Please find attached a copy of the comment on the EIS-FELA Strike Action issued on Monday 14 January 2019.

Employers' Association Business Case

Following discussions with John, please find attached **in confidence**, the Employers' Association Business Case.

Regards

[Redacted]



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[Redacted]

From: [Redacted]
Sent: 16 January 2019 13:13
To: [Redacted] <[Redacted]@collegesscotland.ac.uk>
Cc: Pooley L (Linda) Dr; john.gribben@collegesscotland.ac.uk; [Redacted]
Subject: Re: Monitoring of the Level of Support for the Strike Form
Attachments: Collated Strike Data 16.01.2019.xlsx

Received with thanks [Redacted] Adding [Redacted] to the copy list.

From: [Redacted] <[Redacted]@collegesscotland.ac.uk>
Sent: 16 January 2019 13:11
To: Pooley L (Linda) Dr <Linda.Pooley@gov.scot>; [Redacted] <[Redacted]@gov.scot>
Cc: John Gribben <john.gribben@collegesscotland.ac.uk>
Subject: Monitoring of the Level of Support for the Strike Form



Dear Linda and [Redacted]

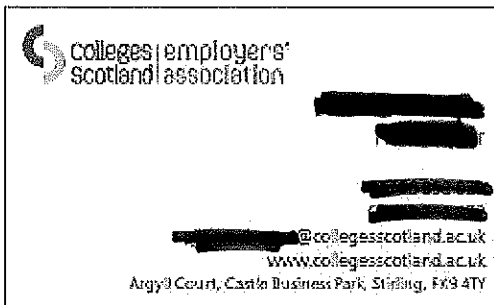
Please find attached a copy of the collated responses of the *Monitoring of the Level of Support for the Strike* form.

There are a few points of clarification required and this will be taken up directly with the colleges,

Please note, this has not yet been shared with the sector.

Regards

[Redacted]



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From: [REDACTED] <[REDACTED]@collegesscotland.ac.uk>
Sent: Thursday, 17 January 2019 17:27
To: Pooley L (Linda) Dr; [REDACTED]
Subject: National Bargaining Update - Thursday 17 January 2019

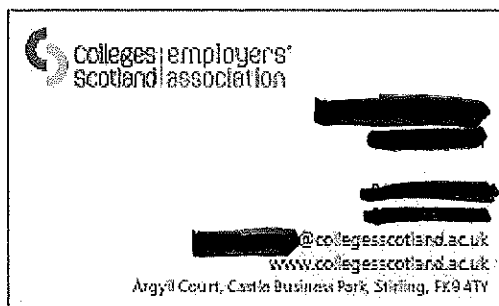


Dear Linda and [REDACTED]

For your information, please see an email below which was issued to the Employers' Association representatives and observers today.

Regards

[REDACTED]



Dear Employers' Association Representatives and Observers (*copied to Management Side Representatives, Board Secretaries and PAs*)

Monitoring of the Level of Support for the Strike

For your information, please find attached a copy of the updated 'Monitoring of the Level of Support for the Strike' form collated responses.

This will also be shared with the Scottish Government.

National Joint Negotiating Committee (NJNC) – Side Table (Lecturing)

Following confirmation from the EIS Staff Side Secretary yesterday (Wednesday 16 January 2019), I can confirm that the next meeting of the NJNC – Side Table (Lecturing) will take place on **Thursday 24 January 2019**. An update will be provided following this meeting.

Regards

John



Colleges employers'
Scotland association

John Gribben

Director of Employment Services

01786 892 057

07713 711 168

john.gribben@collegesscotland.ac.uk

www.collegesscotland.ac.uk

Argyll Court, Castle Business Park, Stirling, FK9 4TY

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From: [REDACTED] <[REDACTED]@collegesscotland.ac.uk>
Sent: 21 January 2019 16:10
To: [REDACTED] <[REDACTED]@gov.scot>
Subject: Private and Confidential
Importance: High

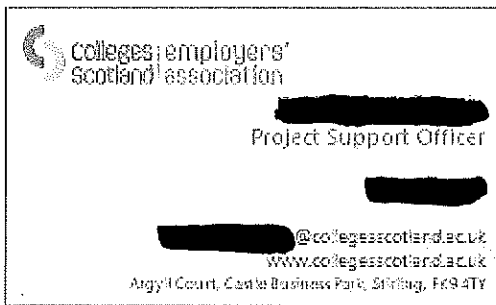
Dear [REDACTED]

Please see attached documents.

Issued in strictest confidence on behalf of John Gribben

Regards

[REDACTED]



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[REDACTED]

From: [REDACTED] <[REDACTED]@collegesscotland.ac.uk>
Sent: 24 January 2019 16:02
To: [REDACTED]
Cc: John Gribben; [REDACTED] Pooley L (Linda) Dr; [REDACTED]
Subject: RE: Lecturing Pay Offer Analysis

Hi James,

Following [REDACTED] validation of the presented summary, the only amendment is that the lowest increase in 2019 is 2.5% as opposed to 2.51%.

Regards
[REDACTED]

From: [REDACTED]@gov.scot <[REDACTED]@gov.scot>
Sent: 24 January 2019 10:30
To: [REDACTED] <[REDACTED]@collegesscotland.ac.uk>; [REDACTED]@gov.scot
Cc: John Gribben <john.gribben@collegesscotland.ac.uk>; [REDACTED]
<[REDACTED]@collegesscotland.ac.uk>; [REDACTED] <[REDACTED]@collegesscotland.ac.uk>;
Linda.Pooley@gov.scot
Subject: RE: Lecturing Pay Offer Analysis

Thanks [REDACTED]

From: [REDACTED] <[REDACTED]@collegesscotland.ac.uk>
Sent: 24 January 2019 09:45
To: [REDACTED] <[REDACTED]@gov.scot>; [REDACTED] <[REDACTED]@gov.scot>
Cc: John Gribben <john.gribben@collegesscotland.ac.uk>; [REDACTED]
<[REDACTED]@collegesscotland.ac.uk>; [REDACTED] <[REDACTED]@collegesscotland.ac.uk>
Subject: Lecturing Pay Offer Analysis

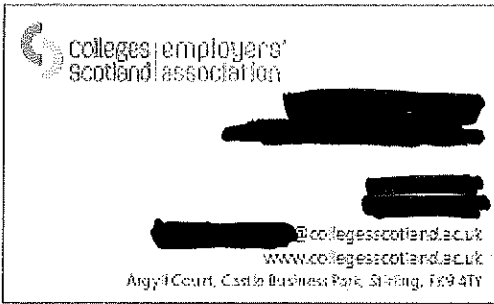
Hi [REDACTED]

The lowest percentage increase received in each year of the pay offer period inclusive of harmonisation and the management pay offer is:

2017: 1.22% - (Public sector pay policy 1%)
2018: 2.02% - (Public sector pay policy 2% at the specific salary level)
2019: 2.51% - (Public sector pay policy 2% at the specific salary level).

However there are a small number of Lecturers receiving less than public sector pay policy in 2018 and 2019 due to the lowest paid Lecturers being within the 3% public sector threshold. Excluding those on salary conservation who would not normally receive increases, this applies to 9.2 FTE in 2018 and 3.6 FTE in 2019. The vast majority of Lecturers are offered increases significantly above public sector pay policy.

Regards
[REDACTED]



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Dh'fhaodadh gum bi teachdaireachd sam bith bho Riaghaltas na h-Alba air a chlàradh neo air a sgrùdadh airson dearbhadh gu bheil an siostam ag obair gu h-èifeachdach neo airson adhbhar laghail eile. Dh'fhaodadh nach eil beachdan anns a' phost-d seo co-ionann ri beachdan Riaghaltas na h-Alba.

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[Redacted]

From: employers.association@collegesscotland.ac.uk
Sent: 24 January 2019 14:01
To: Pooley L (Linda) Dr; [Redacted]
Cc: [Redacted]
Subject: National Bargaining Update - Side Table (Lecturing) - Thursday 24 January 2019
Attachments: Revised Pay Offer - 24 January 2019.pdf



Dear Linda and [Redacted] (copied to [Redacted])

For your information, please see an email below which was issued to the Employers' Association representatives and observers today.

Regards

John



Colleges Scotland employers' association

John Gribben
Director of Employment Services

01786 892 057
07713 711 168

john.gribben@collegesscotland.ac.uk
www.collegesscotland.ac.uk

Argyll Court, Castle Business Park, Stranraer, FK9 4TY



Dear Employers' Association Representatives and Observers (copied to Management Side Representatives)

National Joint Negotiating Committee (NJNC) – Side Table (Lecturing)

The NJNC – Side Table (Lecturing) met today (Thursday 24 January 2019). An overview of the meeting and the key points discussed are noted below:

Pay Negotiations

The management side entered today's negotiations positively, constructively and seeking to secure a negotiated settlement in line with the negotiation mandate agreed by the Employers' Association Executive Group, as set out below:

- the financial envelope we are working within is £10m for any pay offer
- seek the suspension of strikes
- options for the redistribution of the £10m can be explored
- year one and two should be unconsolidated
- the impact of any redistribution of £10m will have to be fully understood.

A revised pay offer was presented (attached). This was considered by the EIS-FELA who provided the following response:

- they acknowledged the positive movement of the management side
- that we are not far apart in year one and year three
- that year one should be consolidated
- that the year two offer is insufficient
- the EIS-FELA want the same as support staff in terms of finance, if the deal was affordable for support staff then it should be affordable for lecturers.

The EIS-FELA set out they would be willing to move to unconsolidated payments of years one and two, although the amounts would need to be increased and with a significantly improved offer in year three.

The EIS-FELA recognised both sides have moved, but further progress was required to reach any agreement. To that end, the EIS-FELA said there was insufficient progress to suspend strike action, and if further progress could not be made strikes could escalate.

Next Steps

A suspension of strikes was sought, but the EIS-FELA did not consider enough movement had been made to accede to this request – despite the acknowledgment of progress.

Today's NJNC meeting was adjourned to be reconvened on **Thursday 31 January 2019**.

The revised pay offer will be subject to detailed analysis and validation. The EIS-FELA is aware that any final agreement will require to be ratified by the Employers' Association.

The Employers' Association and the Employers' Association Executive Group will continue to be updated as appropriate.

If you have any queries on any of the above, please contact me directly.

Regards

John



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From: employers.association@collegesscotland.ac.uk
Sent: 31 January 2019 18:23
To: Pooley L (Linda) Dr
Cc: [REDACTED]; [REDACTED]
Subject: National Bargaining Update - Side Table (Lecturing) - Thursday 31 January 2019



Dear Linda (copied to [REDACTED] and [REDACTED])

For your information, please see an email below which was issued to the Employers' Association representatives and observers today.

Regards

John



Dear Employers' Association Representatives and Observers (copied to Management Side Representatives)

National Joint Negotiating Committee (NJNC) – Side Table (Lecturing)

The NJNC – Side Table (Lecturing) met today (Thursday 31 January 2019). An overview of the meeting and the key points discussed are noted below:

Pay Negotiations

The management side entered today's negotiations positively, constructively and seeking to secure a negotiated settlement in line with the negotiation mandate agreed by the Employers' Association Executive Group, as previously advised and set out below:

- the financial envelope we are working within is £10m for any pay offer
- seek the suspension of strikes
- options for the redistribution of the £10m can be explored
- year one and two should be unconsolidated
- the impact of any redistribution of £10m will have to be fully understood.

The management side confirmed that the tabled offer, given on Thursday 24 January 2019, did not separate harmonisation from cost of living and that everything had to be considered within the same envelope.

The EIS-FELA requested further information in respect of the cost modelling of both the lecturers and the support staff as it was seeking parity with the support staff offer. The information was provided, however the EIS-FELA was advised that the employers' position had not changed – any offer had to be within the existing cost, although the employers were willing to discuss how that cost envelope could be best configured.

Following extensive discussions, the EIS-FELA submitted a revised proposal for consideration, which will be costed and considered by the negotiating team.

Next Steps

A suspension of strikes was again sought, but the EIS-FELA did not consider enough movement had been made to accede to this request. The EIS-FELA is aware that any final agreement will require to be ratified by the Employers' Association.

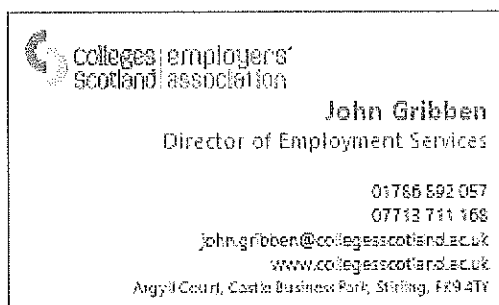
Today's NJNC meeting was adjourned to be reconvened next week.

The Employers' Association and the Employers' Association Executive Group will continue to be updated as appropriate.

If you have any queries on any of the above, please contact me directly.

Regards

John



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From: [redacted] <[redacted]@collegesscotland.ac.uk>
Sent: 05 February 2019 13:08
To: Pooley L (Linda) Dr; [redacted]
Cc: [redacted]; John Gribben; [redacted]
Subject: Monitoring of the Level of Support for the Strike Form - Tuesday 5 February 2019
Attachments: Collated Strike Data Feb.xlsx



Dear Linda and [redacted] (copied to [redacted])


Please find attached a copy of the collated responses of the *Monitoring of the Level of Support for the Strike* form.

Dundee and Angus College has been asked to clarify their baseline figures as there is a significant difference, however at this time they are content with the figures returned.

Please note, this has not yet been shared with the sector.

Regards

Jillian



colleges Scotland employers' association

[redacted]
HR Advisor

[redacted]
[redacted]

[redacted]@collegesscotland.ac.uk
www.collegesscotland.ac.uk
Argyll Court, Castle Business Park, Stirling, FK9 4TY

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From: employers.association@collegesscotland.ac.uk
Sent: 07 February 2019 16:24
To: Pooley L (Linda) Dr
Cc: [REDACTED]
Subject: National Bargaining Update - Side Table (Lecturing) - Thursday 7 February 2019
Attachments: Lecturer Pay Offer - 24 January 2019.pdf



Dear Linda (copied to [REDACTED] and [REDACTED])

For your information, please see an email below which was issued to the Employers' Association representatives and observers today.

Regards

John



Dear Employers' Association Representatives and Observers (copied to Management Side Representatives)

National Joint Negotiating Committee (NJNC) – Side Table (Lecturing)

The NJNC – Side Table (Lecturing) met today (Thursday 7 February 2019). An overview of the meeting and the key points discussed are noted below:

Pay Negotiations

The EIS – FELA was advised that the employers had given very careful consideration to their revised proposal in respect of their pay claim of Thursday 31 January 2019, specifically £200 unconsolidated in years one, and two and £1600 consolidated in year three.

The EIS – FELA was reminded that a request to suspend strike action was rejected by them whilst their proposal was considered.

The EIS FELA negotiators were further advised that tolerance for movement from our current offer (**attached**) was robustly tested and they were advised that the employers are not minded to make any change.

The management side negotiators set out that affordability remains paramount and the EIS – FELA proposals were simply unaffordable and would result in unacceptable efficiencies and job losses. The cost envelope of the employers' current offer is already at the maximum level of efficiencies deemed tolerable by colleges.

The management side advised the EIS – FELA negotiators that their aim of securing the highest possible salary scale for lecturers is simply not a request that we can accommodate.

The EIS – FELA negotiators was reminded that the sector has already seen significant investment in lecturers pay and terms and conditions of service which has resulted in substantial pay increases and improved terms and conditions. These total packages cannot be ignored in these current negotiations.

In addition, the management side negotiators set out that it is unhelpful to draw comparisons with separate negotiating bodies and they should not cherry pick between elements of agreements. It should also be accepted that as a matter of record the respective claims and offers have been costed and validated correctly.

The management side negotiators confirmed that the current offer remains and should be considered as a final offer.

The EIS – FELA negotiators were asked to take this offer back to members to be voted on as we believed it to be fair and equitable offer and it is the best offer that is affordable within the cost envelope.

A further request was made for the EIS-FELA to suspend the unnecessary and disruptive strike action.

The EIS – FELA negotiators responded that they wouldn't be taking anything back to their members, setting out that they would not budge from their existing proposal.

The EIS – FELA refused to discuss matters further then walked out of the NJNC meeting.

Next Steps

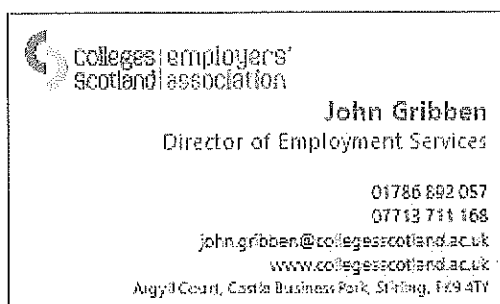
A further NJNC will be scheduled once the EIS-FELA Executive and membership have considered the offer from the employers.

The Employers' Association and the Employers' Association Executive Group will continue to be updated as appropriate.

If you have any queries on any of the above, please contact me directly.

Regards

John



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[REDACTED]

From: [REDACTED]
Sent: 21 February 2019 11:20
To: Director of Advanced Learning and Science; Pooley L (Linda) Dr; McAllister C (Colin)
Cc: [REDACTED]
Subject: FW: Confidential - Update

To note;

From: John Gribben <john.gribben@collegesscotland.ac.uk>
Sent: 20 February 2019 21:19
To: [REDACTED] <[REDACTED]@gov.scot>
Cc: [REDACTED] <[REDACTED]@gov.scot>
Subject: Confidential - Update

[REDACTED]

Just a short note to advise Alex to spoke with Larry first thing this morning, and offered to meet privately over the next few days (inclusive of the weekend).

The offer of this meeting was made in good faith, in a genuine attempt to resolve matters in advance of next week's more formal meeting.

Larry had indicated that he would call Alex back today, unfortunately this call did not take place (Alex is just of the phone to me).

Thought it would help to keep you up to speed with developments.

Separately, anecdotal reports from EIS sources are indicating the employers are intending to settle, perhaps just a coincidence that this happens no more than 7 hours after a call to Larry ?

Regards

John

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From: employers.association@collegesscotland.ac.uk
Sent: 28 February 2019 15:29
To: Pooley L (Linda) Dr
Cc: [REDACTED]
Subject: National Bargaining Update - Side Table (Lecturing) - Thursday 28 February 2019
Attachments: Lecturer Pay Offer - 28 February 2019 (Tabled).pdf



Dear Linda (copied to [REDACTED] and [REDACTED])

For your information, please see an email below which was issued to the Employers' Association representatives and observers today.

Regards

John



Dear Employers' Association Representatives and Observers (copied to Management Side Representatives)

National Joint Negotiating Committee (NJNC) – Side Table (Lecturing)

The NJNC – Side Table (Lecturing) met today (Thursday 28 February 2019). An overview of the meeting and the key points discussed are noted below:

Pay Negotiations

In anticipation of the forthcoming Scottish Funding Council (SFC) announcement, which is expected to present a further significantly challenging financial climate, the meeting commenced with discussion around affordability.

Specifically, matters such as greater employer contributions to pensions, other financial pressures increasing, inclusive of some colleges operating Voluntary Severance Schemes all of which provide a context of less money being available.

As a reminder, this was the 12th dispute meeting and in line with our agreed mandate, a further revised sixth offer (**attached**) was made. This offer is not only enhanced, it represents a further overall increase in salary investment for our lecturing staff.

Our previous offer was circa £10m, with the EIS-FELA claim being at £14m, the revised offer on the table represents an additional investment in real terms on salaries of £2.5m consolidated.

Following an adjournment of almost one hour requested by the EIS-FELA, the EIS-FELA responded to the offer by seeking to unpack figures:

- confirming the core offer years 1-3 remains unchanged
- welcomed the increase in cost envelope provided, however, requested that this had to be part of the three-year period and not extended
- any extension to the period of offer would have to be a separate discussion.

Our revised offer is unquestionably closer to the EIS-FELA position but the message from the EIS-FELA is clear: this is still not enough.

Following a further joint adjournment, discussions focused on how we could negotiate around further efficiencies to resolve this dispute. The EIS-FELA refused to participate in this conversation, requesting to focus on the money, and setting out that the core offer has not been improved, and while it may provide the appearance of extra money it is not. The EIS-FELA set out that this is what is required to resolve the dispute.

The trade union set out that they do not determine how colleges spend money, how they believe the employers do have the ability to make an improved offer within the three-year dispute period and within the additional envelope of £2.5m.

The management side set out they are willing to continue to negotiate.

The EIS-FELA accused the management side of cynicism.

The management side outlined their disappointment that the revised offer has not been accepted and indicated that as SFC funding allocations are imminent, further discussion should follow after that announcement.

The EIS-FELA set out that it had not accepted or rejected the offer and wished to explore funding of an extra £2.5m within the current pay period, claiming that the employers have not moved an inch.

The management side proposed a further NJNC is scheduled for Thursday 7 March 2019 to which the EIS-FELA expressed disappointment at the employer's approach, setting out a keenness to resolve today.

First Minister's Questions

During today's First Minister's Questions, at 1240 hours Jackie Baillie MSP raised the issue of the EIS-FELA strikes and stated that today's talks had broken down in the previous hour without an improved offer from the employers. This was incorrect as the negotiations with the EIS-FELA started at 1000 and ended shortly after 1300 and as detailed above, an improved offer – our sixth – was tabled.

Next Steps

A further NJNC will be scheduled for **Thursday 7 March 2019**. The EIS-FELA has requested a meeting tomorrow (Friday 1 March 2019), the management side advised they would consider this request.

The Employers' Association and the Employers' Association Executive Group will continue to be updated as appropriate.

If you have any queries on any of the above, please contact me directly.

Regards

John

[REDACTED]

From: [REDACTED]
Sent: 01 March 2019 16:58
To: Pooley L (Linda) Dr
Subject: FW: Meeting

As discussed

From: John Gribben <john.gribben@collegesscotland.ac.uk>
Sent: 01 March 2019 15:49
To: [REDACTED] <[REDACTED]@gov.scot>
Cc: [REDACTED] <[REDACTED]@collegesscotland.ac.uk>
Subject: Fwd: Meeting

[REDACTED]

FYI

If we hear back from the EIS today I will let you know.

Heather has also written to Ann under separate cover earlier with no response.

I suspect their tactics are do nothing until its to late to encourage SG intervention

John

Sent from my iPhone

Begin forwarded message:

From: John Gribben <john.gribben@collegesscotland.ac.uk>
Date: 1 March 2019 at 14:04:26 GMT
To: Anne Keenan <akeenan@eis.org.uk>
Cc: [REDACTED] <[REDACTED]>, "Paul.Little@cityofglasgowcollege.ac.uk" <Paul.Little@cityofglasgowcollege.ac.uk>
Subject: Meeting

Anne

I appreciate [REDACTED] is seeking to schedule if possible a NJNC early next week.

In the interim, I would request a meeting with the EIS general secretary, either Monday afternoon, or over the weekend if this is more convenient.

The purpose of this meeting would be to try to make progress to reach a settlement.

I am available by phone if you would like to discuss

Regards

John

[REDACTED]

From: employers.association@collegesscotland.ac.uk
Sent: 04 March 2019 19:13
To: Pooley L (Linda) Dr
Cc: [REDACTED] [REDACTED]
Subject: National Bargaining Update - Side Table (Lecturing) - Monday 4 March 2019

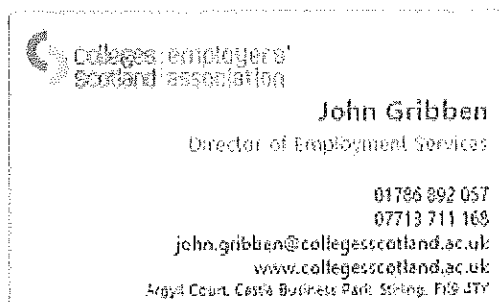


Dear Linda (copied to [REDACTED] and [REDACTED])

For your information, please see an email below which was issued to the Employers' Association representatives and observers today.

Regards

John



Dear Employers' Association Representatives and Observers (copied to Management Side Representatives)

National Joint Negotiating Committee (NJNC) – Side Table (Lecturing)

The NJNC – Side Table (Lecturing) met today (Monday 4 March 2019). Both sides continued to negotiate, however, no progress was made.

Next Steps

As previously agreed, the next NJNC – Side Table (Lecturing) meeting will be on **Thursday 7 March 2019**.

The Employers' Association and the Employers' Association Executive Group will continue to be updated as appropriate.

If you have any queries on any of the above, please contact me directly.

Regards

John



From: employers.association@collegesscotland.ac.uk
Sent: 07 March 2019 16:50
To: Pooley L (Linda) Dr
Cc: [Redacted] [Redacted]
Subject: National Bargaining Update - Side Table (Lecturing) - Thursday 7 March 2019



Dear Linda (copied to [Redacted] and [Redacted])

For your information, please see an email below which was issued to the Employers' Association representatives and observers today.

Regards

John



Dear Employers' Association Representatives and Observers (copied to Management Side Representatives)

National Joint Negotiating Committee (NJNC) – Side Table (Lecturing)

The NJNC – Side Table (Lecturing) met today (Thursday 7 March 2019). An overview of the meeting and the key points discussed are noted below:

Pay Negotiations

The management side sought to engage constructively with the EIS-FELA negotiators at today's meeting (Thursday 7 March 2019). Throughout the meeting both sides exchanged views and proposals, however, no formal new offer was made to the EIS-FELA. It should be noted that despite extensive discussion around parameters and concessions required, the EIS-FELA sought a further formal written offer at the end of the meeting.

Both sides agreed to adjourn and reconvene on Monday 18 March 2019 (or earlier, if a suitable agreeable date could be found).

Next Steps

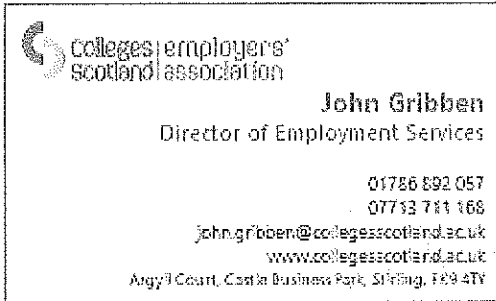
The NJNC – Side Table (Lecturing) will reconvene on **Monday 18 March 2019**.

The Employers' Association and the Employers' Association Executive Group will continue to be updated as appropriate.

If you have any queries on any of the above, please contact me directly.

Regards

John



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From: employers.association@collegesscotland.ac.uk
Sent: 18 March 2019 18:21
To: Pooley L (Linda) Dr; [REDACTED]
Cc: [REDACTED]
Subject: National Bargaining Update - Side Table (Lecturing) - Monday 18 March 2019



Dear Linda and [REDACTED] (copied to [REDACTED])

For your information, please see an email below which was issued to the Employers' Association representatives and observers today.

Regards

John



Dear Employers' Association Representatives and Observers (copied to Management Side Representatives)

National Joint Negotiating Committee (NJNC) – Side Table (Lecturing)

The NJNC – Side Table (Lecturing) met today (Monday 18 March 2019). At the time of issue, the meeting is ongoing with both sides engaging in constructive negotiation.

A full update will be provided to the Employers' Association and the Employers' Association Executive Group tomorrow (Tuesday 19 March 2019).

If you have any queries on any of the above, please contact me directly.

Regards

John



From: employers.association@collegesscotland.ac.uk
Sent: 19 March 2019 17:15
To: Pooley L (Linda) Dr; [Redacted]
Cc: [Redacted]
Subject: National Bargaining Update - Side Table (Lecturing) - Tuesday 19 March 2019
Attachments: Lecturer Pay Offer - 28 February 2019 (Tabled).pdf




Dear Linda and [Redacted] (copied to [Redacted])

For your information, please see an email below which was issued to the Employers' Association representatives and observers today.

Regards

John



colleges employers'
Scotland association

John Gribben
Director of Employment Services

01795 892 057
07713 711 168

jehn.gribben@collegesscotland.ac.uk
www.collegesscotland.ac.uk
Argyll Court, Castle Business Park, Strling, FK9 4TY



Dear Employers' Association Representatives and Observers (copied to Management Side Representatives)

National Joint Negotiating Committee (NJNC) – Side Table (Lecturing)

The NJNC – Side Table (Lecturing) met yesterday (Monday 18 March 2019). An overview of the meeting and the key points discussed are noted below:

Pay Negotiations

This was the 14th dispute meeting which commenced at 1300 and ended at 1830. Whilst the meeting lasted more than five hours, there was a number of lengthy adjournments.

The meeting commenced with both sides setting out their desire to seek a suspension to strike action and bring an end to this dispute.

Discussion focused on the pay offer **attached** (previously issued to you on Thursday 28 February 2019), the costings associated to this, and potential variations around this.

In summary, we explored interpretations of Public Sector Pay Policy (PSPP) to ensure that our offer, inclusive of pay scales, was clear. The EIS-FELA sought to explore a differing application which would result in full PSPP being applied for each of the pay periods – April 2019, April 2020, the equivalent times two increases over the 17 month period. In addition, there was a clear expectation from the EIS-FELA that PSPP will be applied again as a minimum from September 2020.

The negotiation became very technical and sat at a granular level. The EIS-FELA was reminded that they were invited to request such financial information or analysis ahead of our meeting, which they had failed to do.

Whilst the EIS-FELA has previously neither accepted or rejected the management side's offer, they were not interested in discussing any offer which required any form of concessions on their part. The EIS-FELA set out that they were keen to obtain a better understanding of our offer, how this would be applied, and the impact this would have on pay scales. The management side agreed to provide this to the EIS-FELA in advance of their executive meeting on Friday 22 March 2019 – this information will also be made available to the Employers' Association.

Given our previous experience of how the EIS-FELA conduct negotiations, to avoid any misunderstanding or misinterpretation, it was considered prudent to set out their request at that granular level. It will also include the impact of any offer on colleges. This may provide a platform for more constructive discussion going forward.

The EIS-FELA has repeatedly been reminded that any offer, inclusive or exclusive of any conditions of service, will require the same level of efficiencies, and in effect job losses, for the sector.

Next Steps

The next NJNC – Side Table (Lecturing) meeting will be on **Friday 29 March 2019**.

The Employers' Association and the Employers' Association Executive Group will continue to be updated as appropriate.

If you have any queries on any of the above, please contact me directly.

Regards

John



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From: [redacted]@collegesscotland.ac.uk>
Sent: 21 March 2019 14:27
To: Pooley L (Linda) Dr; [redacted]
Cc: [redacted] John Gribben; [redacted] Shona Struthers; [redacted]
Subject: Monitoring of the Level of Support for the Strike Form - Thursday 21 March 2019
Attachments: Collated Strike Data 21.03.19..xlsx



Dear Linda and [redacted] (copied to [redacted])

Please find attached an updated copy of the collated responses of the *Monitoring of the Level of Support for the Strike* form, which now includes any afternoon amendments and numbers for Fife College.

This has not yet been shared with the sector.

Regards

[redacted]



[redacted]
[redacted]
[redacted]

[redacted]@collegesscotland.ac.uk
www.collegesscotland.ac.uk
Argyll Court, Castle Business Park, Stirling, FK9 4TY

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From: [redacted]@collegesscotland.ac.uk>
Sent: 21 March 2019 16:41
To: Pooley L (Linda) Dr; [redacted]
Cc: [redacted]
Subject: National Bargaining Update - Side Table (Support) - Thursday 21 March 2019



Dear Linda and [redacted] (copied to [redacted])

For your information, please see an email below which was issued to the Employers' Association representatives and observers today.

Regards

John

colleges employers' Scotland association
John Gribben
Director of Employment Services
01796 292 057
07713 711 169
john.gribben@collegesscotland.ac.uk
www.collegesscotland.ac.uk
Angus Court, Castle Business Park, Spring, F19 4TY



Dear Employers' Association Representatives and Observers (copied to Management Side Representatives)

National Joint Negotiating Committee (NJNC) – Side Table (Support)

The NJNC – Side Table (Support) met yesterday (Wednesday 20 March 2019). Please find below an update on the key areas of the meeting.

National Agreement – Circular 05/18

The support staff trade unions are seeking an amendment to the most recent collective agreement as follows:

"We are formally requesting an amendment to the national agreement/ technical note that explicitly states that Saturday working (as well as Sunday) in the national definition of USH. Mainly for part-time staff (e.g. Saturday only cleaners; weekend only workers). We would seek that this is put to the Side Table scheduled for 12 December 2018.

That was our original claim and our understanding throughout negotiation. (Indeed, at Airth time and 66% was offered for Sundays). The original version was all hours outwith stated times Monday to Friday bands which, by definition, included all weekend hours as unsocial. The inclusion by the employers of the Sunday reference blurred the position regarding Saturdays and was not made explicit in the negotiation."

The management side advised that they are not minded to amend the Agreement.

The staff side requested this be discussed further at the Support Staff Terms and Conditions Working Group. The management side agreed to this request.

Support Staff Terms and Conditions Working Group

The group reported back on outputs to date on the following:

- **Annual Leave Policy** – there are currently only three areas to be concluded on this policy.
- **National Workforce/Organisational Workforce Change Policy** – this policy requires further work with the staff side again requesting a national procedure to be developed in conjunction with the policy.
- **National Agreement Terms and Conditions – Support Staff** – this document only has one area outstanding – the staff side request for a national pay and grading structure.

It was agreed for the working group to continue to meet and report back at the next side table meeting in June 2019.

Equality Impact Assessment

The collective Agreement reached in October 2018 expressly requires an Equality Impact Assessment to be undertaken. This assessment is near completion and the outcomes will be presented to the Association and NJNC when complete.

Job Evaluation

An update was provided to the side table on the NJNC National Role Evaluation Process which is due to be launched week commencing Monday 25 March 2019 for signatory colleges to the National Recognition and Procedures Agreement (NRPA). A joint NJNC email communication will be issued to formally launch the process.

The support staff trade unions again set out their aspiration for upwards harmonisation, a national pay and grading structure and the provision of no detriment. The staff side requested a decision is made by the Employers' Association on these points and a response provided to the staff side. The staff side advised if no answers are received from the Employers' Association meeting in May 2019 then the staff side would need to consider their participation in the job evaluation project.

NRPA Review

The trade unions again set out their aspiration for every college and every employee to be included on the NRPA.

The staff side requested a decision to be made by the Employers' Association about who is in scope and a response provided to the staff side.

The staff side were advised this matter remains under consideration by the Association and an update will be provided following the Employers' Association in May 2019.

Living Wage Accreditation

A discussion took place following UNISON's media release on International Woman's Day naming four Living Wage Accredited colleges that had not yet ensured that their low paid workers were being paid the living wage.

The staff side was informed that the Living Wage Foundation had confirmed that all four colleges are accredited and are reaching the milestones in place to achieve accreditation.

The staff side advised the sector was in serious jeopardy of turning a good news story into a bad news story. The management side expressed disappointment at the staff side's approach to the matter.

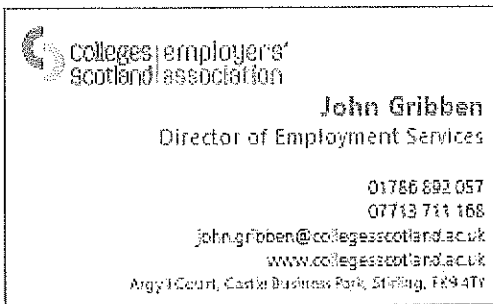
Date of Next Meeting

The next meeting is scheduled to take place on **Wednesday 12 June 2019**. It was noted that this is also the date of the College Development Network College Expo 2019.

If you have any queries on any of the above, please contact me directly.

Regards

John



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[Redacted]

From: employers.association@collegesscotland.ac.uk
Sent: 28 March 2019 17:25
To: Pooley L (Linda) Dr; [Redacted]
Cc: [Redacted]
Subject: EIS-FELA Notice of Statutory Ballot on National Industrial Action Short of Strike
Attachments: Lecturers_back_escalation_of_action_280319_final.pdf; Comment on EIS-FELA Ballot Result - Thursday 28 March 2019.pdf

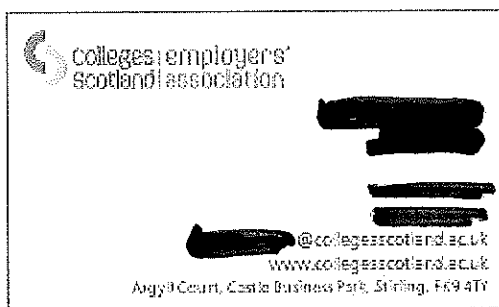


Dear Linda and [Redacted] (copied to [Redacted])

Please find below an email that has just been issued to the sector.

Regards

Jillian



Dear Chairs, Principals, Employers' Association Representatives and Observers (copied to Management Side Representatives, Board Secretaries and PAs)

Notice of Statutory Ballot on National Industrial Action Short of Strike

The result of the EIS-FELA ballot has now been announced. The EIS-FELA state that the turnout for the ballot was 54.9%, of which 89.8% voted in favour of industrial action. Only a third of all lecturers at Scotland's colleges have voted to support EIS-FELA's attack on students, and even among EIS-FELA members, less than half supported this unprecedented approach. We are extremely disappointed that the EIS-FELA is committed to recklessly gambling with the futures of college students. It is not the behaviour anyone would expect from a professional body.

Communications and Engagement Strategy

In line with our Communications and Engagement Strategy, a media statement has been issued. A copy of both the Colleges Scotland Employers' Association's media statement and the EIS-FELA media release are attached for information.

Next Steps

The National Joint Negotiating Committee (NJNC) – Side Table (Lecturing) will meet again tomorrow (Friday 29 March 2019) and we will continue to seek a resolution. An update will be provided after this meeting.

Regards

John



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45

[Redacted]

From: employers.association@collegesscotland.ac.uk
Sent: 29 March 2019 14:02
To: Pooley L (Linda) Dr; [Redacted]
Cc: [Redacted]
Subject: National Bargaining Update - Side Table (Lecturing) - Friday 29 March 2019

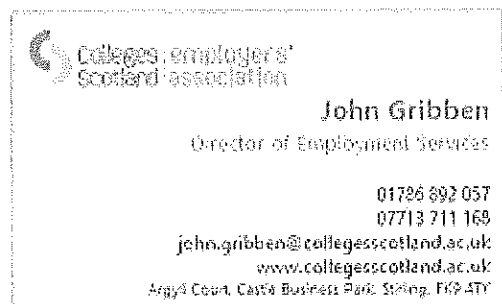


Dear Linda and [Redacted] (copied to [Redacted])

Please find below an email that has just been issued to the sector.

Regards

John



Dear Employers' Association Representatives and Observers (copied to Management Side Representatives)

National Joint Negotiating Committee (NJNC) – Side Table (Lecturing)

The NJNC – Side Table (Lecturing) met today (Friday 29 March 2019). An overview of the meeting and the key points discussed are noted below:

Pay Negotiations

This was the 15th dispute meeting. The meeting commenced with both sides setting out their desire to seek a suspension to strike action and bring an end to this dispute.

The EIS-FELA advised that further notification would follow to individual colleges on Monday 1 April 2019, setting out exactly what Action Short of Strike (ASOS) action will entail.

The EIS-FELA set out that to bring their dispute to an end, there needed to be an improvement on the consolidated aspect of any offer, indicating the levels of money on offer are no way near enough to meet members' aspirations.

The EIS-FELA believed the gap between both sides was less than £4m, and that with such a small gap an approach should be made to the Scottish Government to fund this.

The management side set out that that no more money was available – any offer made would have to come from efficiencies (cuts). In addition, the implications of providing more to lecturing staff than to support staff would need to be fully understood by all.

The EIS-FELA clarified that their pay claim remains at £1600 consolidated on all pay points and set out that the onus is on the employers to come up with more money.

The management side set out that maximum flexibility was required in contracts, and that their £1600 claim is the equivalent of a 4% increase which is double what support staff in the college sector settled for in the same pay period.

The management side set out that concessions would be required to settle this dispute, with the EIS indicating they were prepared to engage on terms and conditions, professional development, and ensuring the prospect of equal pay claims were eliminated in the sector, but an improved offer will be required.

As ever, the management side sought a suspension of strike action, a request which was declined by the EIS-FELA as they believed there was no substantial improvement to any offer.

The EIS-FELA raised the prospect of seeking intervention of the Scottish Government to broker a deal or inject more finance into the lecturers pay.

The management side sought clarity on the EIS-FELA ASOS action and an assurance that there would be no strike action during the Scottish Qualifications Authority exam diet (as was the recommendation to EIS Council during the teachers' dispute).

The EIS-FELA advised again that further details to colleges would follow, but withholding results was self-explanatory, and withholding goodwill would for example, include, not doing voluntary work, such as marking at weekends. In relation to the exam diet, the EIS-FELA advised this would be considered by their Emergency Committee.

It was understood by both sides that agreement was not possible today, and that work would continue by the respective sides to try and progress matters to bring this dispute to a conclusion.

No joint statement could be agreed. Both sides agreed to continue discussions constructively and working towards a solution. The management side set out there would be a requirement to engage and consult further with the employers.

Next Steps


The next NJNC – Side Table (Lecturing) meeting is still to be determined but likely to be week commencing Monday 15 April 2019.

The Employers' Association and the Employers' Association Executive Group will continue to be updated as appropriate.

If you have any queries on any of the above, please contact me directly.

Regards

John



colleges employers'
scotland association

John Gribben
Director of Employment Services

01786 592 057
07713 711 168

john.gribben@collegescotland.ac.uk
www.collegescotland.ac.uk

Argyle Court, Castle Business Park, Stirling, FK9 4TY

From: employers.association@collegesscotland.ac.uk
Sent: 24 April 2019 17:09
To: Pooley L (Linda) Dr; [REDACTED]
Cc: [REDACTED]
Subject: National Bargaining Update - Side Table (Lecturing) - Wednesday 24 April 2019

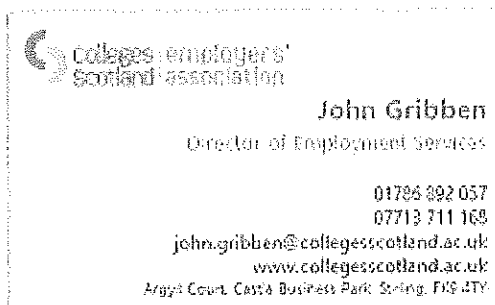


Dear Linda and [REDACTED] (copied to [REDACTED])

For your information, please see an email below which was issued to the Employers' Association representatives and observers today.

Regards

John



Dear Employers' Association Representatives and Observers (copied to Management Side Representatives)

National Joint Negotiating Committee (NJNC) – Side Table (Lecturing)

The NJNC – Side Table (Lecturing) meeting today (Wednesday 24 April 2019) is ongoing. A full update will be provided at the Extraordinary Employers' Association meeting tomorrow (Thursday 25 April 2019) at Norton House Hotel, Edinburgh (1230-1400).

If you have any queries on any of the above, please contact me directly.

Regards

John

[REDACTED]

From: John Gribben <john.gribben@collegesscotland.ac.uk>
Sent: 24 April 2019 17:09
To: [REDACTED]; [REDACTED]; [REDACTED]
Cc: Pooley L (Linda) Dr; [REDACTED]
Subject: RE: Update - Post NJNC

[REDACTED]

Thanks, 8:30pm suits me

Currently we are scheduled to continue, with a cut of time of 8pm (we do have a bit of momentum)

JG

From: [REDACTED]@gov.scot <[REDACTED]@gov.scot>
Sent: 24 April 2019 17:06
To: John Gribben <john.gribben@collegesscotland.ac.uk>; [REDACTED]@gov.scot; [REDACTED]
 <[REDACTED]@collegesscotland.ac.uk>
Cc: Linda.Pooley@gov.scot
Subject: RE: Update - Post NJNC

Thanks John, I'll be around for a phone call after 8pm.

From: John Gribben <john.gribben@collegesscotland.ac.uk>
Sent: 24 April 2019 16:45
To: [REDACTED] <[REDACTED]@gov.scot>; [REDACTED]
 <[REDACTED]@collegesscotland.ac.uk>
Cc: [REDACTED] <[REDACTED]@gov.scot>; Pooley L (Linda) Dr <Linda.Pooley@gov.scot>
Subject: RE: Update - Post NJNC

[REDACTED]

We are still going – a phone call when we are finished would be better – this could be a late one

John

From: [REDACTED]@gov.scot <[REDACTED]@gov.scot>
Sent: 24 April 2019 16:43
To: John Gribben <john.gribben@collegesscotland.ac.uk>; [REDACTED]
 <[REDACTED]@collegesscotland.ac.uk>
Cc: [REDACTED]@gov.scot; Linda.Pooley@gov.scot
Subject: Update - Post NJNC

Both,

Grateful if you could send an update to Linda and [REDACTED] (copying me in) as soon as the NJNC is finished today.

Have a nice evening.

Cheers
 [REDACTED]



From: employers.association@collegesscotland.ac.uk
Sent: 02 May 2019 17:21
To: Pooley L (Linda) Dr; [Redacted]
Cc: [Redacted]
Subject: National Bargaining Update - Side Table (Lecturing) - Thursday 2 May 2019



Dear Linda and [Redacted] (copied to [Redacted])

For your information, please see an email below which was issued to the Employers' Association representatives and observers today.

Regards

John



Dear Chairs, Principals and Employers' Association Representatives and Observers (copied to Management Side, Board Secretaries and PAs)

National Joint Negotiating Committee (NJNC) – Side Table (Lecturing)

The NJNC – Side Table (Lecturing) meeting today (Thursday 2 May 2019) is ongoing. A full update will be provided tomorrow (Friday 3 May 2019).

If you have any queries on any of the above, please contact me directly.

Regards

John



From: employers.association@collegesscotland.ac.uk
Sent: 03 May 2019 16:10
To: Pooley L (Linda) Dr; [Redacted]
Cc: [Redacted]
Subject: National Bargaining Update - Side Table (Lecturing) - Friday 3 May 2019

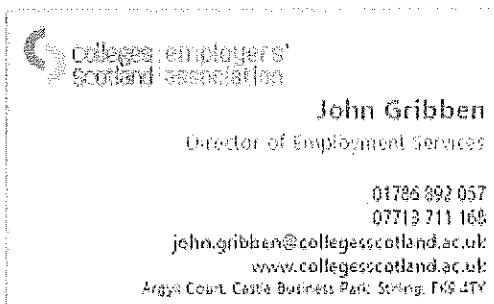


Dear Linda and [Redacted] (copied to [Redacted])

For your information, please see an email below which was issued to the Employers' Association representatives and observers today.

Regards

John



Dear Employers' Association Representatives and Observers (copied to Management Side Representatives)

National Joint Negotiating Committee (NJNC) – Side Table (Lecturing)

The NJNC – Side Table (Lecturing) met yesterday (Thursday 2 May 2019). Key points discussed are noted below:

The meeting concluded around 2300, the primary focus of discussions during the meeting related to the National Working Practices Agreement (NWP) – Terms and Conditions).

Given the progress made in this area, the employers requested that the EIS -FELA negotiators consider a suspension of strike action. The EIS-FELA negotiators agreed that enough progress had been made for them to recommend to the EIS FELA Executive to **suspend their current strike action.**

Please note, the EIS – FELA executive meets today (Friday 3 May 2019 – pm), as suspension of strike action is a matter between the EIS-FELA and individual colleges, I would anticipate each college will receive notification separately from the EIS on this matter.

To ensure this good faith, the EIS-FELA has been asked to confirm that the suspension includes the industrial action scheduled for 8th, 15th and 16th May 2019 and an immediate suspension of the Action Short of Strike Action.

Next Steps

It was agreed to continue negotiations and a further NJNC – Side Table (Lecturing) is scheduled for Thursday 9 May 2019, where matters related to pay will be discussed in more detail.

We will continue to work over the coming days to refine and ensure there is a mutual understanding and interpretation of the words we are seeking to agree on the NWPA.

A comprehensive update on the negotiations will be provided at our Employers Association meeting on Wednesday 8 and Thursday 9 May 2019, which is of course in advance of the next scheduled negotiation meeting.

By way of providing reassurance to you the EIS -FELA has been advised that:

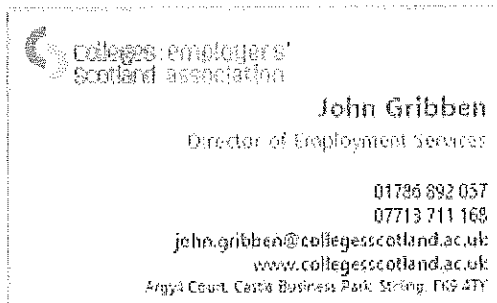
- any agreement reached will be subject to ratification by the full Employers' Association
- there must be a mutual understanding and interpretation of the words associated to the NWPA.

Discussions continue to be held with relevant stakeholders as required.

If you have any queries on any of the above, please contact me directly.

Regards

John



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From: employers.association@collegesscotland.ac.uk
Sent: 03 May 2019 17:24
To: Pooley L (Linda) Dr; [REDACTED]
Cc: [REDACTED]
Subject: EIS – FELA Decision to Suspend Strike Action
Attachments: Generic Copy - Suspension of Strike Date FELA.pdf; Comment on EIS-FELA Strike Action.pdf

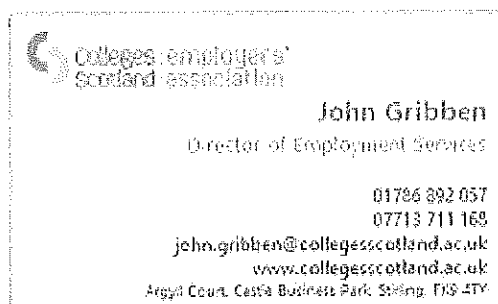


Dear Linda and [REDACTED] (copied to [REDACTED])

For your information, please see an email below which was issued to the Employers' Association representatives and observers today.

Regards

John



Dear Chairs, Principals, Employers' Association Representatives and Observers (copied to Management Side Representatives, Board Secretaries and PAs)

EIS-FELA Decision to Suspend Strike Action

Further to the email issued earlier today (Friday 3 May 2019) providing an update on the National Joint Negotiating Committee – Side Table (Lecturing) meeting yesterday (Thursday 2 May 2019), please find attached notification received from the EIS – FELA in relation to their decision to suspend strike action.

Media Release

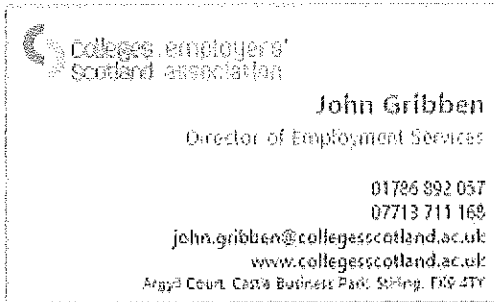
For your information, please find attached a media release which was issued today (Friday 3 May 2019) in response to the EIS-FELA decision to suspend strike action.

I would ask you to note the disappointment that such suspension is not made in the good faith anticipated specifically, that it **does not** include the industrial action scheduled for 15th and 16th May 2019 and an immediate suspension of the Action Short of Strike Action.

If you have any queries on any of the above, please contact me directly.

Regards

John



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From: employers.association@collegesscotland.ac.uk
Sent: 10 May 2019 11:51
To: Pooley L (Linda) Dr; [REDACTED]
Cc: [REDACTED]
Subject: National Bargaining Update - Side Table (Lecturing) - Friday 10 May 2019

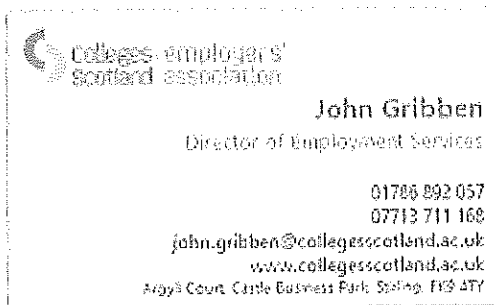


Dear Linda and [REDACTED] (copied to [REDACTED])

For your information, please see an email below which was issued to the Employers' Association representatives and observers today.

Regards

John



Dear Employers' Association Representatives and Observers (copied to Management Side Representatives)

National Joint Negotiating Committee (NJNC) – Side Table (Lecturing)

The NJNC – Side Table (Lecturing) met yesterday (Thursday 9 May 2019). An overview of the meeting and the key points discussed are noted below:

Pay Negotiations

This was the 18th dispute meeting. At the start of the meeting the EIS-FELA confirmed that its position remained as previously presented and that it had rejected the part year offer for April to September 2020.

As agreed at the Employers' Association meeting in Dundee on the morning of Thursday 9 May 2019, a tabled offer was made to the EIS-FELA from the Employers' Association at the NJNC – Side Table (Lecturing) meeting.

The EIS-FELA advised that it had already presented the National Working Practices Agreement (NWP) to its Executive Committee and that it was in the process of recommending acceptance of the NWP to its members. The EIS-FELA rejected the monetary element of the offer but stated that it would consider accepting £1500 for the 12-month period from 1st April 2019 to 31st March 2020. They rejected the 17-month element of the offer and our clarification on the interpretation of the wording in the NWP – Section 2 – "Working Hours Per Week and Working Arrangements".

Following discussion, neither side's position changed. The employers advised that the tabled offer was a full and final offer and that it should be taken to the members and the strike, and other industrial action called off. The employers remained consistent throughout the meeting that the offer on pay, terms and conditions was a total package; the EIS-FELA continued to treat the elements separately.

The EIS-FELA tried to indicate that we are only £100 apart in terms of the money. We are not. The employers offer of £1,400 covers a 17-month period. The EIS claim of £1,500 covers only 12 months. Throughout the meeting the EIS-FELA continued to refuse to acknowledge this and continued to disengage the elements of the offer and to misrepresent what had been agreed in principle at the previous meeting. This was particularly in relation to what they described as contractual discretionary time.

The EIS-FELA rejected the total package offer and advised that it intended to ballot its members on the NWPA, despite having been advised at several points that the offer was a total package and that the NWPA could not be agreed in isolation.

It was confirmed that as the offer was to be considered as a full and final offer that there would be no further meeting scheduled at this stage. The EIS-FELA advised that it would not be recommending the offer, nor would it be calling off the strikes and Action Short of Strike. The employers reiterated that this was a very good and fair pay offer linked to national terms and conditions which offered flexibility and recognition of the professional workforce.

Both sides expressed disappointment that agreement could not be reached. The EIS-FELA will advise of their next proposed course of action once its Executive has considered.

Communication and Engagement Strategy

In line with our Communications and Engagement Strategy, a proactive media statement and Parliamentary Briefing will be issued ahead of next week's strike action and will be shared with the Employers' Association.

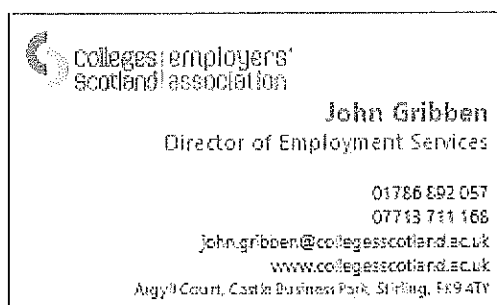
Next Steps

The Employers' Association and the Employers' Association Executive Group will continue to be updated as appropriate.

If you have any queries on any of the above, please contact Heather direct on Tel: 01786 892060 or email: heather@collegesscotland.ac.uk.

Regards

John



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From: employers.association@collegesscotland.ac.uk
Sent: 13 May 2019 18:33
To: Pooley L (Linda) Dr; [REDACTED]
Cc: [REDACTED]
Subject: National Bargaining Update - Side Table (Lecturing) - Monday 13 May 2019



Dear Linda and [REDACTED] (copied to [REDACTED])

For your information, please see an email below which was issued to the Employers' Association representatives and observers today.

Regards

Heather



Dear Employers' Association Representatives and Observers (copied to Management Side Representatives)

National Joint Negotiating Committee (NJNC) – Side Table (Lecturing)

It was agreed early today (Monday 13 May 2019) by both sides to schedule a NJNC – Side Table (Lecturing) meeting for this afternoon.

This meeting has just ended with no agreement reached and at this stage, industrial action is continuing. A full update will be provided tomorrow (Tuesday 14 May 2019).

If you have any queries on any of the above, please contact me directly.

Regards

Heather

 Colleges Employers'
Scotland Association

Heather Stevenson
Interim Director of Employment Services

01756 892 060
07806 887 820
heather.stevenson@collegescotland.ac.uk
www.collegescotland.ac.uk
Agyll Court, Castle Business Park, Stirling, FK9 4TV

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From: employers.association@collegesscotland.ac.uk
Sent: 14 May 2019 13:45
To: Pooley L (Linda) Dr; [REDACTED]
Cc: [REDACTED]
Subject: National Bargaining Update - Side Table (Lecturing) - Tuesday 14 May 2019
Attachments: EIS-FELA demand four-day week in college and reject tenth offer - Tuesday 14 May 2019.pdf; APPENDIX 6.docx



Dear Linda and [REDACTED] (copied to [REDACTED])

For your information, please see an email below which was issued to the Employers' Association representatives and observers today.

Regards

Heather



Dear Employers' Association Representatives and Observers (copied to Management Side Representatives)

National Joint Negotiating Committee (NJNC) – Side Table (Lecturing)

The NJNC – Side Table (Lecturing) met yesterday (Monday 13 May 2019). An overview of the meeting and the key points discussed are noted below:

Pay Negotiations

This was the 19th dispute meeting.

The meeting commenced with a request from the management side to the EIS-FELA that it suspend the proposed ballot of its members on the draft National Working Practices Agreement (NWP). The document is part of a total package of pay and terms and conditions and should not be treated as a separate and distinct document. The EIS-FELA advised that it was up to them to decide what they balloted members on. However, they chose not to advise that the ballot was already prepared and had been issued to EIS-FELA members during the NJNC meeting on Monday 13 May 2019. During an adjournment, this was brought to the management side's attention by email from a member college.

Whilst dialogue had been continuing in the meeting about ways to make progress, the confirmation of the ballot being issued during the NJNC meeting brought matters to a head and made it untenable to continue. The management side advised the EIS-FELA that its actions were unacceptable and not in keeping with the spirit of negotiation. It is important to note that whilst the draft NWPA allows colleges to offer flexible working arrangements which give the right for lecturers to request working outwith colleges subject to operational business needs, colleges would never agree to giving that as an automatic entitlement as that would be unsustainable for the sector and lead to a reduced service for students.

Regrettably, the EIS-FELA is telling its members that the working arrangements section in the terms and conditions would grant them an automatic right of up to seven hours a week working outwith the college, which is absolutely not the case and nor will they ballot their members on the full package, despite knowing the pay, terms and conditions are inextricably linked.

The EIS-FELA confirmed that it would not suspend the proposed strike action nor the Action Short of Strike action and that it may also look to escalate matters.

The management side advised that it wished to continue to meet to maintain meaningful consultation and that a further meeting would be scheduled shortly. The management side also advised that the full offer tabled on Thursday 9 May 2019 remained on the table and requested that the EIS-FELA take that offer, as a total package, to their members. The EIS-FELA declined.

Communication and Engagement Strategy

In line with our Communications and Engagement Strategy, please find attached a media statement issued today (Tuesday 14 May 2019).

Next Steps

The Employers' Association and the Employers' Association Executive Group will continue to be updated as appropriate.

Strike Monitoring Form

Please find attached the 'Monitoring of the Level of Support for the Strike' form (Appendix 6) that is required to be completed by **1130 hours on Wednesday 15 May 2019**, and ask that you note the request included at number six on the form:

*****Please note, it is essential that number six on the form reflects the number of staff who are out on strike and who will have a day's pay deducted. It should not include staff who are not expected to work due to other reasons e.g. sickness or other type of leave.***

If you have any queries on any of the above, please contact me direct on Tel: 01786 892060 or email: heather.stevenson@collegesscotland.ac.uk.

Regards

Heather



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From: employers.association@collegesscotland.ac.uk
Sent: 15 May 2019 16:39
To: Pooley L (Linda) Dr; [REDACTED]
Cc: [REDACTED]
Subject: Monitoring of the Level of Support for the Strike Form - Wednesday 15 May 2019
Attachments: Collated Strike Data 15.04.19..xlsx



Dear Linda and [REDACTED] (copied to [REDACTED])

Please find attached an updated copy of the collated responses of the *Monitoring of the Level of Support for the Strike* form, which now includes any afternoon amendments and numbers for Fife College.

This has been shared with the sector.

Regards

Heather



Heather Stevenson
 Interim Director of Employment Services

01786 892 060
 07801 887 820
 heather.stevenson@collegesscotland.ac.uk
 www.collegesscotland.ac.uk
 Argyll Court, Castle Business Park, Stirling, FK9 4TY

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[Redacted]

From: [Redacted] <[Redacted]@collegesscotland.ac.uk>
Sent: 16 May 2019 13:03
To: Pooley L (Linda) Dr; [Redacted]
Cc: [Redacted]; Heather Stevenson
Subject: Monitoring of the Level of Support for the Strike Form - Thursday 16 May 2019
Attachments: Collated Strike Data 16.05.19..xlsx



Dear Linda and [Redacted] (copied to [Redacted])

Please find attached a copy of the collated responses of the *Monitoring of the Level of Support for the Strike* form.

Please note, Lews Castle College UHI has still to provide a return. I will resend once this is received.

This has not yet been shared with the sector.

Regards

[Redacted]



[Redacted]
 [Redacted]
 [Redacted]
 [Redacted]@collegesscotland.ac.uk
 www.collegesscotland.ac.uk
 Argyll Court, Castle Business Park, Striving, FK9 4TY

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From: [redacted] <[redacted]@collegesscotland.ac.uk>
Sent: 16 May 2019 13:38
To: Pooley L (Linda) Dr; [redacted]
Cc: [redacted]; Heather Stevenson
Subject: Monitoring of the Level of Support for the Strike Form - Thursday 16 May 2019
Attachments: Collated Strike Data 16.05.19..xlsx; Strike Comparison.xlsx



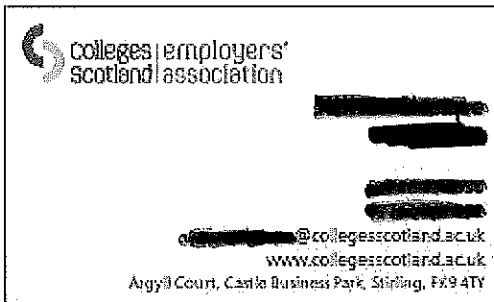
Dear Linda and [redacted] (copied to [redacted])

Please find attached a copy of the collated responses of the *Monitoring of the Level of Support for the Strike* form including Lews Castle College UHI.

This has not yet been shared with the sector.

Regards

Jillian



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From: [REDACTED]
Sent: 09 February 2017 10:14
To: john.gribben@collegesscotland.ac.uk
Cc: [REDACTED] (DAL)
Subject: Financial Analysis EIS_EA and NJNC Update

Morning John,

I hope you're well, I've been asked to provide some further information around the financial analysis if we have it (attached).

For each line, e.g. teaching hours and holidays is there a baseline figure for each and then the change that results in the value attached to it? The costs in the table are very clear but if it's possible I'd like to be able to explain the change for each cost in more detail.

I hope the NJNC goes well today, I'd be grateful for updates as soon as you are able. Given my working pattern and the fact that [REDACTED] will be on leave until Thursday next week could you please direct any updates to me and [REDACTED] please.

I'll be in touch early next week about setting a date for our next catch-up.

Many thanks

[REDACTED]



Financial Analysis
EIS_EA.docx...

[REDACTED]

From: [REDACTED]
Sent: 12 April 2017 14:55
To: [REDACTED] (DAL)
Subject: FW: Ministerial Meeting and TU Act Guidance
Attachments: Summary of changes to Negotiating Position.docx; Summary of Changes to Employers and EIS Negotiating Position.docx

FYI

[REDACTED]
Team Leader – Governance, Workforce and College Policy
Advanced Learning & Science Directorate
Glasgow
Tel: [REDACTED] Blackberry: [REDACTED]

From: [REDACTED]
Sent: 12 April 2017 12:23
To: [REDACTED]
Cc: [REDACTED]
Subject: RE: Ministerial Meeting and TU Act Guidance

Dear [REDACTED]

Many thanks for your quick response – I wanted to check that the following tables were the most up to date – I think they probably are given there's been little change in the negotiating position but I wanted to check. I've attached 2 tables and I've attached below the scenario analysis – I'd previously asked a question on the scenario analysis and I wondered if you might be able to clarify. I understand your preferred option is scenario 7 and this option shows a cost saving of £21.5m with a decrease in staff of 260. Am I right that this does not represent job losses but increases capacity? Can you provide some clarification on how the savings will be realised without job losses?

Grateful for anything you can provide as soon as possible.

Many thanks
[REDACTED]

Scenario	Model Inputs			Model Outputs			TOTAL Increase/Decrease Workforce Numbers
	Annual Leave	Contact Hours	Pay (cost of 25% uplift)	25% Uplift Cost £	25% Uplift Increase/Decrease Workforce Numbers	Total Cost £ 100%	
1	55	21	cost of 25% uplift	£5,626,250	109.0	£22,505,000	436.0
2	59	21	cost of 25% uplift	£5,637,250	109.3	£22,549,000	437.0
3	66	21	cost of 25% uplift	£6,636,750	128.8	£26,547,000	515.0
4	55	24	cost of 25% uplift	-£1,319,000	-25.5	-£5,276,000	-102.0
5	59	24	cost of 25% uplift	-£1,308,000	-25.3	-£5,232,000	-101.0
6	66	24	cost of 25% uplift	-£308,500	-5.8	-£1,234,000	-23.0
7	55	26	cost of 25% uplift	-£5,387,000	-65.0	-£21,548,000	-260.0
8	59	26	cost of 25% uplift	-£5,376,000	-64.8	-£21,504,000	-259.0
9	66	26	cost of 25% uplift	-£4,376,500	-45.3	-£17,506,000	-181.0

██████████
 ██████████ – Governance, Workforce and College Policy
 Advanced Learning & Science Directorate
 Glasgow
 Tel: ██████████ Blackberry: ██████████

From: ██████████ [mailto:██████████@collegesscotland.ac.uk]
Sent: 12 April 2017 11:31
To: ██████████
Cc: ██████████
Subject: RE: Ministerial Meeting and TU Act Guidance



Dear ██████████

Thank you for your email to John today.

John is now on leave until Tuesday 18 April 2017, however any queries will be dealt with by ██████████ or myself. Please note all Colleges Scotland staff are on leave Friday 15 April and Monday 17 April 2017, but any urgent queries will be picked up by John or Shona.

In response to your specific question on notice of strike action, I can confirm that the trade unions must give 14 days' notice of any industrial action (unless the employer agrees otherwise). In this case, they have complied with the 14 day notice period, issuing their notice letter on Tuesday 11 April 2017 with the first day of planned strike action taking place on Thursday 27 April 2017. The legal position prior to the introduction of the Trade Union Act 2016 was a requirement for only 7 days' notice. The guide makes no mention of the 7 days' notice as we would expect trade unions to comply with the current legal requirement.

The above has been confirmed in the updated Version 2 of the Industrial Action Guide which was issued yesterday evening (Tuesday 11 April 2017).

I hope this helps clarify but please let us know if you require anything further.

Kind Regards

██████████



From: [REDACTED]@gov.scot [mailto:[REDACTED]@gov.scot]
Sent: 12 April 2017 10:39
To: John Gribben <John.Gribben@collegesscotland.ac.uk>
Subject: Ministerial Meeting and TU Act Guidance

Dear John,

Given the impending meeting with the Minister next week, I'm pulling together all of the information I have so I just wanted to alert you that I may need to ask for some updates today which will need to be back with me by noon tomorrow given the briefing deadline. If I do I will get these to you asap.

I also wanted to clarify a point with you in relation to the Employers' Association 'Guide to the Main Changes Introduced by the Trade Union Act 2016' and the 'National Bargaining. EIS Industrial Action. Guide for Colleges, March 2017 - Version 1.' The 2 page guide sets out the information to Employers as follows:

In addition to providing this information to those entitled to vote in the ballot, the union must take such steps as are reasonably necessary to ensure that every relevant employer is given the information above. Further changes in relation to informing employers are as follows:

- Unions now have to give 14 days' notice of any industrial action (unless the employer agrees that 7 days' notice is enough). The requirement was previously to give 7 days' notice.

However ANNEX 7 of the guidance (below), which sets out a timeline states 14 days, there isn't a mention of 7 days and I just wanted to check the position with regards to notice days?

- **Notice of Industrial Action Issued**
- **This will be at least fourteen days before industrial action begins** eg: if strike action is proposed to begin on **(tbc)** then the notice of industrial action must be received by the relevant employer by **(tbc)**.
- **Discontinuous Action.** The union is perfectly entitled to give more than one notice. It might, for example, give fourteen days' notice of a series of one-day strikes over the next month. If the dispute has not been resolved it can give another fourteen days' notice of a further set of strikes. In a case of continuous industrial action, this situation cannot arise unless the action is suspended.

Many thanks

[REDACTED]
[REDACTED]
[REDACTED] - Governance, Workforce and College Policy
Advanced Learning & Science Directorate
Glasgow
Tel: [REDACTED] Blackberry: [REDACTED]

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Dh'fhaodadh gum bi teachdaireachd sam bith bho Riaghaltas na h-Alba air a chlàradh neo air a sgrùdadh airson dearbhadh gu bheil an siostam ag obair gu h-èifeachdach neo airson adhbhar laghail eile. Dh'fhaodadh nach eil beachdan anns a' phost-d seo co-ionann ri beachdan Riaghaltas na h-Alba.

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From: John Gribben <John.Gribben@collegesscotland.ac.uk>
Sent: 08 March 2017 18:15
To: [Redacted]
Subject: RE: National Bargaining (Actions)
Attachments: National Bargaining Update - March 2017 (Final).pdf; Confidential - March 2016 Agreement.Terms and Conditions Shared Position(Final).pdf

2pm is good for me. Please find attached the agreed documents which as agreed are Confidential.

John

From: [Redacted]@gov.scot [mailto:[Redacted]@gov.scot]
Sent: 08 March 2017 16:26
To: John Gribben <John.Gribben@collegesscotland.ac.uk>
Subject: RE: National Bargaining (Actions)

John,

Many thanks indeed, that's very helpful and of course send it with any necessary caveats and I will ensure those are communicated in discussions.

How about 2 pm?

[Redacted]
[Redacted]
[Redacted] – Governance, Workforce and College Policy
Advanced Learning & Science Directorate
Glasgow
Tel: [Redacted] Blackberry: [Redacted]

From: John Gribben [mailto:John.Gribben@collegesscotland.ac.uk]
Sent: 08 March 2017 16:21
To: [Redacted]
Cc: [Redacted]
Subject: RE: National Bargaining (Actions)

I will get something over to you by close of business today.

The caveat is I am preparing a number of documents just now for a number of Audiences, and there are still some items that are work in progress – primarily to ensure accuracy.

I will be in a position to talk you through this when we meet tomorrow afternoon, do you have any indication of what time would suit you best ? I am free all afternoon

John

From: [REDACTED]@gov.scot [mailto:[REDACTED]@gov.scot]
Sent: 08 March 2017 13:36
To: John Gribben <John.Gribben@collegesscotland.ac.uk>
Subject: FW: National Bargaining (Actions)

Hi John,

I am seeing the Minister tomorrow morning, it would be helpful if I could set out the overall position at that meeting to pre-empt any questions she might have. Is there something you can share with me that sets out the range of terms and conditions being negotiated, the EA and Union view on each, an indication of where there has been movement to date?

I can then give you an update at our meeting in the afternoon.

Many thanks

[REDACTED]
[REDACTED]
[REDACTED] – Governance, Workforce and College Policy
Advanced Learning & Science Directorate
Glasgow
Tel: [REDACTED] Blackberry: [REDACTED]

From: [REDACTED]
Sent: 08 March 2017 11:35
To: 'John Gribben'
Subject: RE: National Bargaining (Actions)
Importance: High

Hi John,

Yes of course – I'm happy with whatever works for you.

~~.....~~
If it's at all possible could you share with me your matrix or a version of it in advance of our meeting – I may (I'm waiting for confirmation) have to attending a meeting with the Minister tomorrow first thing and it would be good if I was able to set out the position at that meeting if I'm asked.

Thanks

[REDACTED]
[REDACTED] – Governance, Workforce and College Policy
Advanced Learning & Science Directorate
Glasgow
Tel: [REDACTED] Blackberry: [REDACTED]

From: John Gribben [mailto:John.Gribben@collegesscotland.ac.uk]
Sent: 08 March 2017 09:49
To: [REDACTED]
Subject: RE: National Bargaining (Actions)

[REDACTED]
Thursday pm will be fine, can we talk later and agree a time ?

I will come to you, or we can agree a mutually convenient location as I will not be in Stirling on Thursday.

Talk later – just about to start the daily meetings

John

From: [REDACTED]@gov.scot [mailto:[REDACTED]@gov.scot]
Sent: 08 March 2017 07:33
To: John Gribben <John.Gribben@collegesscotland.ac.uk>
Subject: RE: National Bargaining (Actions)

Hi John,

I have availability Thursday afternoon – I'm happy to come to you?

[REDACTED]
[REDACTED]
[REDACTED] – Governance, Workforce and College Policy
Advanced Learning & Science Directorate
Glasgow
Tel: [REDACTED] Blackberry: [REDACTED]

From: John Gribben [mailto:John.Gribben@collegesscotland.ac.uk]
Sent: 07 March 2017 16:53
To: [REDACTED]
Subject: RE: National Bargaining (Actions)

[REDACTED]
Yes, next Wednesday would be too tight.

Do you have any availability this Thursday / Friday am ? I could share the information with you then, it would also give me the opportunity to talk through it.

Regards

John

From: [REDACTED]@gov.scot [mailto:[REDACTED]@gov.scot]
Sent: 07 March 2017 15:57
To: John Gribben <John.Gribben@collegesscotland.ac.uk>
Subject: RE: National Bargaining (Actions)

Hi John,

How are you placed next Wednesday for a catch up – too close to the 16th ?

At meeting [REDACTED] and I had with Shona on 22nd Feb we discussed the production of a matrix (or whatever format you have to hand) setting out the range of terms and conditions being negotiated, the EA and Union view on each, an indication of where there has been movement to date and if

possible, RAG rating on each. Shona indicated that you had done something along those lines that might fit the bill and agreed to share it. Are you able to share this with me please?

Thanks

[REDACTED]
[REDACTED] - Governance, Workforce and College Policy
Advanced Learning & Science Directorate
Glasgow
Tel: [REDACTED] Blackberry: [REDACTED]

From: John Gribben [<mailto:John.Gribben@collegesscotland.ac.uk>]
Sent: 01 March 2017 17:03
To: [REDACTED]
Subject: RE: National Bargaining (Actions)

[REDACTED]
Thanks, yes would be good to catch up

Will keep everyone updated on progress tomorrow

John

From: [REDACTED]@gov.scot [[mailto:\[REDACTED\]@gov.scot](mailto:[REDACTED]@gov.scot)]
Sent: 01 March 2017 14:42
To: John Gribben <John.Gribben@collegesscotland.ac.uk>
Subject: RE: National Bargaining (Actions)

John - many thanks indeed.

I'm conscious that things have been so busy that we haven't had the chance to meet again - will we try and get something in the diary over the course of this month? I'm happy to come to you.

Kind regards

[REDACTED]
[REDACTED] - Governance, Workforce and College Policy
Advanced Learning & Science Directorate
Glasgow
Tel: [REDACTED] Blackberry: [REDACTED]

From: John Gribben [<mailto:John.Gribben@collegesscotland.ac.uk>]
Sent: 28 February 2017 15:36
To: Smart P (Paul); [REDACTED]; [REDACTED]
Cc: Shona Struthers
Subject: National Bargaining (Actions)

Paul / [REDACTED] / [REDACTED]

Further to yesterday's conversation we agreed to:

☞☞☞ provide an update on behalf of Employers' Association later today on reflections following meetings of the Technical Work Groups last week;

Attached is the draft output of that group, this output will be refined over the next 24 hours and presented as a joint document to the NJNC on Thursday for consideration. Management Side are meeting tomorrow and these documents will be subject to further discussion.

The reflection is that talks were positive last week and progress continues to be made, however compromise will be required on core terms and conditions.

Please note these documents are currently draft and are with EIS for comment, these documents should not be shared further at this stage. I will forward final output when complete.

Regards

John

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From: John Gribben <John.Gribben@collegesscotland.ac.uk>
Sent: 06 April 2017 16:17
To: Smart P (Paul)
Cc: [REDACTED] (DAL)
Subject: National Bargaining Update - Thursday 6 April 2017



Dear Paul (copied to [REDACTED] and [REDACTED])

For your information please find below an update issued to the Employers' Association representatives and observers today.

Following the NJNC Side Table (Lecturing) meeting today (Thursday 6 April 2017), I can advise that the meeting was longer than either side anticipated, however despite this no real progress was made. Both sides restated their respective positions.

The three areas that remain outstanding are:

- Working hours
- Annual Leave
- Salary Conservation.

There was limited movement from the EIS on conservation of salary; this movement was insufficient to reach agreement.

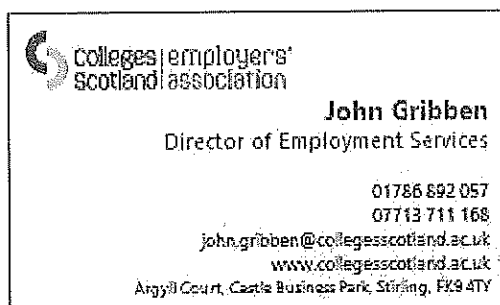
Response to pay claim

The EIS were seeking a response to their pay claim. They were advised that the employers would prefer annual pay reviews to be considered at the NJNC Central Table, and their expectations should be in line with Public Sector Pay Policy. The EIS were advised their pay claim would be considered at the next Employers' Association meeting.

We have agreed to meet with the EIS week commencing 17 April 2017. We will advise of the date in due course.

Regards

John



Colleges Scotland, Argyll Court, Castle Business Park, Stirling FK9 4TY
Tel: 01786 892100, Fax: 01786 892001, E-mail: policy@collegesscotland.ac.uk
www.collegesscotland.ac.uk



From: John Gribben <John.Gribben@collegesscotland.ac.uk>
Sent: 24 March 2017 17:19
To: Smart P (Paul)
Cc: [Redacted] (DAL)
Subject: National Bargaining Update - Friday 24 March 2017

Follow Up Flag: Follow up
Flag Status: Completed



Dear Paul (copied to [Redacted] and [Redacted])

For your information, please see an email below which was issued to the Employers' Association representatives and observers today.

Regards

John



John Gribben
 Director of Employment Services

01786 892 057
 07713 711 168

john.gribben@collegesscotland.ac.uk
 www.collegesscotland.ac.uk

Argyll Court, Castle Business Park, Stirling, FK9 4TY



Dear Employers' Association Representatives and Observers (copied to Management Side Representatives)

Please find below an update on recent National Joint Negotiating Committee (NJNC) activity:

NJNC – Side Table (Lecturing) Meeting

Dispute

At the NJNC – Side Table (Lecturing) meeting today (Friday 24 March 2017) and in line with the Dispute Resolution Procedures set out in the National Recognition and Procedures Agreement (NRPA), the side table incorporated a fourth dispute meeting.

There was no change in either sides' previously stated positions, however the following should be noted:

The EIS confirmed it was moving on a twin track, firstly by seeking to resolve matters by negotiation, however should this not be successful there was a determination to pursue industrial action due to the employers' failure to make the pay increases in line with the implementation dates on the National Pay Scale as set out in the March 2016 Agreement.

The management side negotiation team advised that it remained keen to resolve the dispute, however as pay and conditions are inextricably linked, no payment would be made until agreement is reached on terms and conditions.

The prospect of involving the services of ACAS at the appropriate juncture was discussed; this was not ruled out by either side.

The EIS were again reminded that the whole Agreement was subject to an Equality Impact Assessment being undertaken, and that the March 2016 Agreement is a total package.

NJNC – Side Table (Lecturing) Main Discussion Points

There remain several complex and challenging matters to be addressed to implement the 'March 2016 Terms of Agreement' in full. The NJNC focused on three key areas. These can be summarised as:

1. Working Hours
2. Annual Leave
3. Salary Conservation

After a full day of discussions, it would be fair to summarise the respective positions as "going round in circles" and reaching deadlock on these three areas, with limited discussion on the issue of Salary Conservation.

The following table sets out the current management side interpretation of the EIS negotiating position at the end of the meeting on Friday 24 March 2017:

Management Side Interpretation of the EIS Position
1. Up to 24 hours class contact per week comprising of: a) Up to 21 Hours timetabled class contact b) up to 3 hours CPD and Quality Enhancement Activities c) up to 3 hours cover for short term exceptional circumstances d) Maximum class contact in 4 week period will be 92 Hours e) Annualised hours of up to 840 f) In any 8 consecutive teaching week period the average weekly class contact will not exceed 23 Hours
2. 66 days annual leave for both unpromoted and promoted (no movement)
3. Lifetime conservation of salary

Next Steps

We will continue to engage with the EIS to seek to avoid unnecessary potential disruptive strike action. We have agreed to meet as a working group with the EIS on Thursday 30 March 2017 to explore if any movement can be made on the outstanding issues. A further NJNC – Side Table (Lecturing) meeting has been provisionally scheduled for Thursday 6 April 2017.

In line with our Communications and Engagement Strategy, we are currently preparing the following documents for use, which will be issued next week:

- Media Statement
- Letter for Staff

Over the coming weeks, it is essential that all colleges continue to share information in respect of the potential industrial action with the Colleges Scotland Employers' Association.

Regards

John

[REDACTED]

From: [REDACTED] <[REDACTED]@collegesscotland.ac.uk>
Sent: 27 April 2017 09:37
To: [REDACTED]
Cc: [REDACTED]
Subject: Annual Leave
Attachments: [REDACTED].vcf

Hello [REDACTED]

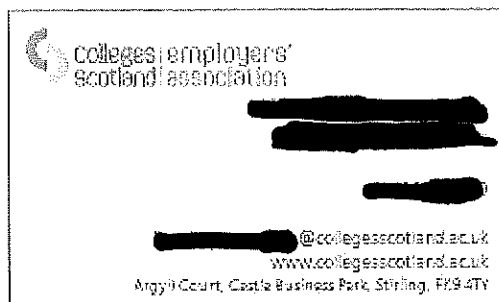
Further to our telephone conversation, I can confirm that the proposals in respect of lecturers' annual leave are a total package inclusive of fixed/closure or public holiday days. This applies to both the EIS and the management proposals.

At present colleges have a range of fixed/closure/ public holiday days, with the minimum closure days being 7 and the maximum 19. Lecturers leave tends to be linked to college academic terms and lecturing staff do not have the ability to take holidays on a flexible basis due to teaching commitments.

Support staff leave tends to be a mixture of flexible and fixed days, and support staff can generally take leave through the calendar year. The average support staff leave package is 43 days.

I hope this helps clarify. Please do not hesitate to contact me should you require any further information.

Kind regards
[REDACTED]



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From: [redacted] <[redacted]@collegesscotland.ac.uk>
Sent: 09 May 2017 19:07
To: Smart P (Paul)
Cc: [redacted]; [redacted]
Subject: National Bargaining Update
Attachments: Basis for Settlement - Both Sides - Tuesday 9 May 2017 Final.docx; Comment on Today's Meeting with the EIS - Tuesday 9 May 2017.pdf; 1. Collated Strike Data.xlsx

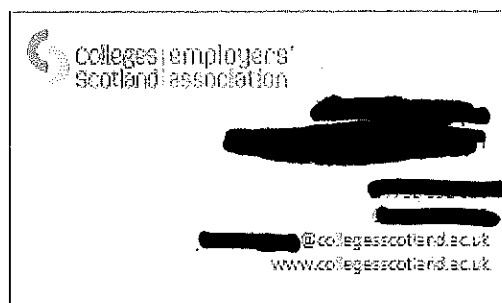


Dear Paul (copied to [redacted] and [redacted])

Please find attached the Colleges Scotland Employers' Association press release that has just been issued.

Regards

[redacted]



Dear Employers' Association Representatives and Observers (copied to Management Side Representatives)

Please find below an update on recent National Joint Negotiating Committee (NJNC) activity:

Lecturing Staff Side

Following the meeting today (Tuesday 9 May 2017) with the EIS, please find attached the proposals issued by the management side and the EIS response.

We have agreed to meet with the EIS tomorrow (Wednesday 10 May 2017) to discuss the proposals further.

Media Communications

Please find attached for your reference, the Colleges Scotland Employers' Association media statement issued today.

Monitoring of the Level of Support for the Strike

Please find attached a copy of the collated responses for your information. This has also been shared with the Scottish Government.

If you have any queries or wish to discuss further, then please contact me direct.

Regards

John



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From: [Redacted] <[Redacted]@collegesscotland.ac.uk>
Sent: 10 May 2017 22:00
To: Smart P (Paul)
Cc: [Redacted]
Subject: National Bargaining Update
Attachments: Comment on Today's Meeting with the EIS - Wednesday 10 May 2017.pdf

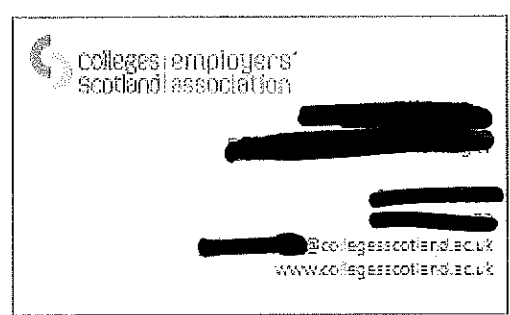


Dear Paul (copied to [Redacted] and [Redacted])

Please find attached the Colleges Scotland Employers' Association press release that has just been issued.

Regards

Jillian



Dear Employers' Association Representatives and Observers (copied to Management Side Representatives)

Please find below an update on recent National Joint Negotiating Committee (NJNC) activity:

Lecturing Staff Side

Following the meeting today (Wednesday 10 May 2017) with the EIS, I can advise both parties believe progress has been made and we have agreed to meet again tomorrow (Thursday 11 May 2017) to continue talks.

An update will be provided following the meeting tomorrow.

Media Communications

Please find attached for your reference, the Colleges Scotland Employers' Association media statement issued today.

If you have any queries or wish to discuss further, then please contact me direct.

Regards

John



From: John Gribben <John.Gribben@collegesscotland.ac.uk>
Sent: 15 May 2017 20:07
To: Smart P (Paul)
Cc: [Redacted]
Subject: National Bargaining Update - Monday 15 May 2017
Attachments: APPENDIX 6.docx



Dear Paul (copied to [Redacted] and [Redacted])

Please find attached the Colleges Scotland Employers' Association update that has just been issued.

Regards

John



Dear Employers' Association Representatives and Observers (copied to Management Side Representatives)

Lecturing Staff Side

Following the meeting today (Monday 15 May 2017) with the EIS, talks continued to try to end the strikes. We will meet with the EIS over the course of the week to progress discussions.

Monitoring of the Level of Support for the Strike

Please find attached the 'Monitoring of the Level of Support for the Strike' form and ask that you note the comment now included at number six on the form:

**** Please note it is essential that number 6 reflects the number of staff who are out on strike and who will have a day's pay deducted. It should not include staff who are not expected to work due to other reasons e.g. sickness or other type of leave.**

Regards

John

From: John Gribben <John.Gribben@collegesscotland.ac.uk>
Sent: 02 June 2017 15:36
To: Smart P (Paul)
Cc: [REDACTED]; [REDACTED]
Subject: National Bargaining Update - Friday 2 June 2017
Attachments: 170519 NJNC agreement.pdf; Draft Pay Offer - 19 March 2016 (Issued to EIS).pdf

Follow Up Flag: Follow up
Flag Status: Completed

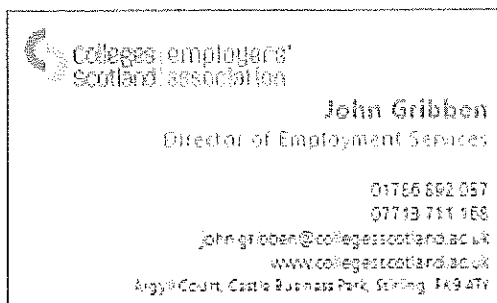


Dear Paul (copied to [REDACTED] and [REDACTED])

For your information, please find below a Colleges Scotland Employers' Association email that has just been issued.

Regards

John



Dear Employers' Association Representatives and Observers (copied to Management Side Representatives)

Lecturing Staff Side

As you are aware, a meeting was held yesterday (Thursday 1 June 2017) with the EIS. The meeting was to consider the National Joint Negotiating Committee (NJNC) Agreement of Friday 19 May 2017, with a view to considering the detailed particulars of that Agreement, not yet concluded

Both sides made proposals and counter proposals, unfortunately neither sides proposals were accepted, therefore, in relation to terms and conditions no progress has been made since Friday 19 May 2017.

The EIS referred to the terms of the NJNC Agreement – Friday 19 May 2017, which they considered to be a stand-alone Agreement and with particular reference to 'immediately implement the pay elements of section 5 of the March 2016 Agreement', the EIS is seeking a guarantee that this money would be paid in June 2017.

It was explained to the EIS, that the employers did not see the NJNC Agreement – Friday 19 May 2017 as a 'stand alone' specifically, before any payment could be made the following would need to be in place:

1. Confirmation of suitable funding required to implement the Agreement.
2. Ratification of the NJNC Agreement – Friday 19 May 2017 by the Employers' Association as expressly set out in the opening line of the Agreement (attached).
3. An Equality Impact Assessment would be required as set out in section 5f of the March 2016 Agreement (attached).
4. As agreed by the NJNC, a technical implementation note from the NJNC Joint Secretaries would be required to ensure there was no unilateral interpretation of any Agreement.
5. Reasonable logistical arrangements being put in place, dependent on size, scale and complexity of task for each individual college to make payments

The EIS is deeply disappointed by this response, and advised they would report this back to their Executive Committee meeting today (Friday 2 June 2017).

Much to their disappointment, the EIS is aware that the Employers' Association did not ratify the NJNC Agreement – Friday 19 May 2017 at our meeting on Wednesday 31 May 2017. The EIS were advised that this was due to significant concerns related to funding, insufficient information being available, accountable officers fiduciary duties and the obligations on boards as charitable trustees.

As you would anticipate the EIS do not consider this to be their concern and simply want the money paid now. The management side advised they would endeavour to put in place the necessary arrangements for payment subject to the five points above.

It should be noted that the EIS negotiation team expressed a strong concern at what appeared to be a repetition of agreements being reached and not honoured. The EIS indicated that they had insufficient information to put any Agreement to their constituents for ratification, however that will of course be a matter for them at their executive meeting.

It has been agreed to meet with the EIS again on Thursday 8 June 2017.

Employers' Association Meeting

I can confirm the Employers' Association meeting on **Monday 19 June 2017 will be held in Glasgow (1300-1530)**. A buffet lunch will be served from 1200-1245.

We are currently unable to advise on the venue for the meeting, however please be assured we are actively seeking a venue that has VC facilities to allow full participation.

Regards

John



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[Redacted]

From: [Redacted]
Sent: 12 April 2019 10:07
To: [Redacted]
Cc: [Redacted]
Subject: FW: CONFIDENTIAL - Employers' Association Executive Group Meeting - Thursday 11 April 2019
Attachments: Agenda..pdf; Paper 1 - Employers' Association Executive Group - Lecturers Pay Apr 2019.pdf; Guide to Testing Microphone and Speakers.pdf
Importance: High
Sensitivity: Confidential

To note;

From: John Gribben <john.gribben@collegesscotland.ac.uk>
Sent: 10 April 2019 15:25
To: [Redacted] <[Redacted]@gov.scot>
Subject: FW: CONFIDENTIAL - Employers' Association Executive Group Meeting - Thursday 11 April 2019
Importance: High
Sensitivity: Confidential

[Redacted]

Paper sent in the strictest of confidence.

Happy to discuss.

John

From: [Redacted]
Sent: 10 April 2019 15:00
To: [Redacted]; ross.martin@forthvalley.ac.uk; acox@borderscollege.ac.uk; audrey.cumberford@edinburghcollege.ac.uk; Paul.Little@cityofglasgowcollege.ac.uk; Iain Macmillan <iain.macmillan@uhi.ac.uk>; l.mcintyre@nescol.ac.uk; John Gribben <john.gribben@collegesscotland.ac.uk>; Shona Struthers <shona.struthers@collegesscotland.ac.uk>
Cc: [Redacted]; carol.turnbull@ayrshire.ac.uk; stuart.thompson@cityofglasgowcollege.ac.uk; Michael Youd <YoudM@dumgal.ac.uk>; Heather Stevenson <heather.stevenson@collegesscotland.ac.uk>; [Redacted] <[Redacted]@collegesscotland.ac.uk>; [Redacted] <[Redacted]@collegesscotland.ac.uk>
Subject: CONFIDENTIAL - Employers' Association Executive Group Meeting - Thursday 11 April 2019
Importance: High
Sensitivity: Confidential



Dear Employers' Association Executive Group

Ahead of the Employers' Association Executive Group meeting tomorrow (Thursday 11 April 2019 – 1030-1130), please find attached the agenda and 'to follow' paper – Paper 1.

Please note, Paper 1 is strictly confidential and not for wider circulation.

Video Conferencing

For the following meeting we will be using 'Zoom' software for those attending by video conferencing.

Zoom provides a few different options to take part in the meeting. You can join using Skype for Business or Zoom itself. Both can be used on your desktop or mobile.

Once you have decided which option to use, click the link and download (if appropriate) onto your device and test your microphone and speakers (see guide attached). **Please note: you can carry out the testing at any time ahead of the meeting.**

The links to join the meeting are below:

Employers' Association Executive Group Meeting Thursday 11 April 2019 (1030-1130)

Meeting ID: 831 265 518

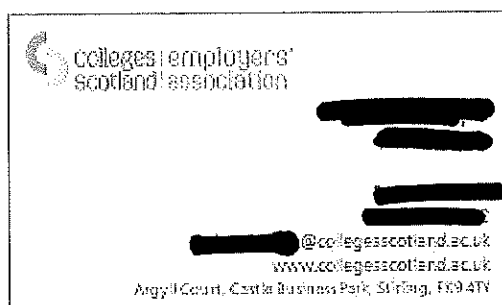
Join Zoom Meeting
<https://zoom.us/j/831265518>

Join by Skype for Business
<https://zoom.us/skype/831265518>

If you have any questions, please do not hesitate to contact [REDACTED], Web Officer,
Tel: [REDACTED] or [REDACTED], Email: [REDACTED]@collegesscotland.ac.uk

Kind Regards

[REDACTED]



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[Redacted]

From: [Redacted]
Sent: 12 April 2019 12:07
To: [Redacted]
Subject: FW: EA Executive - Summary

From: John Gribben <john.gribben@collegesscotland.ac.uk>
Sent: 12 April 2019 11:56
To: [Redacted] <[Redacted]@gov.scot>
Subject: FW: EA Executive - Summary

[Redacted]

As per previous emails – this is forwarded in strictest confidence.

Regards

John

From: John Gribben
Sent: 12 April 2019 11:55
To: [Redacted] <[Redacted]@collegesscotland.ac.uk>; [Redacted]
<[Redacted]@collegesscotland.ac.uk>
Cc: Shona Struthers <shona.struthers@collegesscotland.ac.uk>
Subject: EA Executive - Summary

[Redacted]

Below is my summary of actions from yesterday's EA Executive.

I will pick up directly with John Kemp on Monday, but we will need to provide our paper / costings and seek validation of these, and for the funding gap between the respective sides to be identified – acknowledging all our costs are being delivered from efficiencies.

Subject to identified and meaningful progress on T&C's , when all costs are validated by SFC, a more formal approach / discussion on funding will take place.

Regards

John

1. Keep key stakeholders appraised of the situation and developments – securing support where necessary
2. Maintain effective communications with Student Associations, Parliamentarians, Media (All Colleges)
3. Through negotiation, seek a suspension of strike action, this may require an increased or improved offer.

4. Any increased or improved offer is subject to securing agreement on terms and conditions (National Working Practice Agreement NWPA)
5. Scottish Funding Council to validate, pay claims, offers, and confirm gap identified.
6. Any offer must be fully costed, its impact and consequences, including redundancy to be fully understood.
7. Should additional finance be required to resolve this dispute, an approach will be made to Scottish Government for appropriate funding
8. Any agreement (is secured) will be subject to ratification by the full Employers Association – next meeting in May 2019
9. From the financial options presented to the EA Executive, maximum flexibility is provide to the negotiators – subject to securing funding, and terms and conditions
10. If no agreement can be reached with the EIS, the option of holding firm to break the strike reward culture remains – while mitigating the impact on Action Short of Strikes

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From: Heather Stevenson <heather.stevenson@collegesscotland.ac.uk>
Sent: 05 June 2019 15:55
To: [REDACTED]
Subject: RE: MEETING LATER TODAY

Hi [REDACTED]

The EIS ballot closes on Monday 10 June 2019.
The consolidated offer equates to 3.75 % over the period. In addition the lecturers will receive the £400 non-consolidated payment. All lecturers will receive a pay rise except the small number of staff on salary conservation. The EA this afternoon unanimously ratified the total package offer. Concerns were raised over affordability and interpretation of some of the conditions, particularly in respect of working arrangements for which sector guidance will be prepared.
Hope this helps
Kind Regards
Heather

From: [REDACTED]@gov.scot <[REDACTED]@gov.scot>
Sent: 05 June 2019 14:28
To: Heather Stevenson <heather.stevenson@collegesscotland.ac.uk>
Subject: MEETING LATER TODAY

Hi Heather

Hope you're well and a bit more rested following all the negotiations! James has asked me to write to you on a couple of points that you may be able to help with.

Do you know when the EIS ballot closes, it would be good to have the information. And, how does the pay offer relate % wise over the three years and will every lecturer get a pay rise?

Finally, following your EA Executive meeting this afternoon, would you be able to provide a short update for us on key points?

Hope all of this is ok. Thanks Heather.

Kind regards

[REDACTED]

[REDACTED], Scottish Government
Advanced Learning and Science Directorate: Colleges, Young Workforce and SFC
Sponsorship

Tel no: [REDACTED]
Email: [REDACTED]@gov.scot

Please note, I do not work on Fridays.

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Tha am post-d seo (agus faidhle neo ceanglan cÃ²mhla ris) dhan neach neo luchd-ainmichte a-mhÃ in. Chan eil e ceadaichte a chleachdadh ann an dÃ²igh sam bith, aâ€™ toirt a-steach cÃ²raichean, foillseachadh neo sgaoileadh, gun chead. Ma â€™s e is gun dâ€™fhuair sibh seo gun fhiosdâ€™, bu choir cur Ã s dhan phost-d agus lethbhreac sam bith air an t-siostam agaibh agus fios a leigeil chun neach a sgaoil am post-d gun dÃ il.
Dhâ€™fhaodadh gum bi teachdaireachd sam bith bho Riaghaltas na h-Alba air a chlÃ radh neo air a sgrÃ¹dadh airson dearbhadh gu bheil an siostam ag obair gu h-Ã ifeachdach neo airson adhbhar laghail eile. Dhâ€™fhaodadh nachÃ eil beachdan anns aâ€™ phost-d seo co-ionann ri beachdan Riaghaltas na h-Alba.

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[Redacted]

From: [Redacted]
Sent: 19 July 2019 09:32
To: [Redacted]
Subject: FW: MSP Brief
Attachments: MSP briefing v2.docx

From: John Gribben <john.gribben@collegesscotland.ac.uk>
Sent: 11 January 2019 14:11
To: [Redacted] <[Redacted]@gov.scot>
Subject: MSP Brief

[Redacted]

For your information and reference, parliamentary briefing note that will be issued early next week

Regards

John

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