

Resources and General Purposes Committee

Organisational Development Update – February 2017

Staffing Update

Since the Committee's last meeting, there have been several changes to staffing at a middle management level. Following the retirement of a Curriculum and Quality Leader within the Faculty of Engineering and Automotive at the end of 2016, the curricular teams have been realigned and we have appointed David Scott, one of our Securities lecturers to a new Curriculum and Quality Leader role in Securities and Construction. In addition to his main role, in August 2015 David was appointed to one of our innovation posts and it is clear that the skills and experience that he has developed have supported his progress to the CQL role.

There has also been some realignment within the Faculty of Business, Social Science and Sport. This faculty has grown since merger in terms of curricular delivery and to support the management team, we have appointed an additional CQL. John Gould was previously an Acting CQL in the faculty covering for absence, and has now secured the additional permanent post. In addition, Siobhan Smith will be undertaking an acting CQL to provide cover for the secondment of Lorraine Cowan, one of the faculty's substantive CQLs, who will be spending this year working with the Quality team to establish the self-evaluation aspects of Education Scotland's 'How Good is our College?' framework.

Mark Ingram, Head of Faculty of Engineering and Automotive has also indicated his intention to retire at the end of the current session. Mark has been Head of Faculty since merger and has been with the College since 2004, when he joined us from South Lanarkshire College. We are currently advertising an acting Head of Faculty role for the first semester of 2017/2018 as part of our succession planning activity. The deadline for applications is Friday 3 March.

National Bargaining Update

The EIS have declared a dispute in relation to the application of the 2016/2017 pay award, which relates to the consolidation of the £100 up-front payment made in Spring 2016 and the linking of pay and conditions, where the EIS see pay and conditions as being fundamentally separate matters. An ACAS facilitated meeting planned for 23 February did not take place due to adverse weather conditions and is being rescheduled. In the meantime, the EIS have opened an indicative ballot of their members. This closes on 3 March 2017.

The support unions have submitted their pay claim for 2017/2018, which is for £1,000 on all salary points, plus a harmonisation of annual leave at 49 days per year, including fixed days (the NCL maximum is currently 43 days). There have also been some proposals submitted in relation to shift allowances, which may have financial implications for NCL, as we do not pay any shift allowances, although there is some salary enhancement for the four residence assistants at the Motherwell campus working nightshift. I will keep the committee updated as discussions progress.

Employers Association Nominations

At the outset of National Bargaining, Colleges were asked to nominate a representative and a substitute to participate in the Employers' Association. These representatives were to have the full confidence of the Board and be empowered to vote as necessary at Employers' Association meetings. I was asked to be the lead NCL representative, with the Principal as the second nomination.

However at recent meetings of the Employers' Association, members agreed to an amendment to enable Colleges to nominate two representatives to attend each meeting, with the recommendation that one representative be an executive and the other a non-executive. Colleges have, therefore, been asked to re-nominate.

Action: Committee to confirm nomination arrangements for NCL.

SFC Gender Action Plan - Update

Work on the Gender Action Plan progresses to meet the required deadlines, and a copy of the draft GAP is being provided to the Committee. We are also reflecting our equality priorities in the Regional Outcome Agreement for 2017 – 2020, which is currently in development with SFC.

Discussions around revising our equality outcomes are also progressing and a further meeting is arranged with our colleagues at South Lanarkshire College on Friday 24 February. Given the work done already for the ROA and the Gender Action Plan, we anticipate some refinement to these outcomes rather than a wholesale rewrite. I will provide a verbal update on this at the meeting.

We are on track to meet all required statutory deadlines.

ASIST Training

In January 2017, we provided Applied Suicide Intervention Skills Training (ASIST) to approximately 20 staff from services and faculties across the College. This two-day training is aimed at providing staff with the skills and knowledge to provide first aid type support to an individual who may be expressing suicidal thoughts or demonstrating suicidal tendencies. It is not designed to make staff experts overnight but provides staff with the intervention skills to keep an individual safe until further support can be put in place. Staff who attended this session considered it to be extremely worthwhile and we will be considering how we can offer further opportunities to other staff to undertake this training.

We are also considering how we can extend the delivery to staff of the Mental Health First Aid (MHFA) training to staff and members of the Students' Association. This is also a two-day course and is always offered in CPD Week. However, as the numbers are limited to 16 per group due to the content of the course and to ensure that all participants can be appropriately supported, we are seeking to plan a number of MHFA courses throughout the 2017/2018 year in conjunction with colleagues in the Faculty of Care and Science.

Equality and Diversity Policy

Although we have our statutory reports and also publish equalities information via the Regional Outcome Agreement, these are quite lengthy documents and some of our stakeholders have indicated that they would welcome a short statement covering our equality and diversity approach. Internally, this would also be useful for teams submitting tenders and funding bids, where we must demonstrate our awareness and understanding of our equalities and diversity obligations.

The attached policy has been drafted for consultation, which began on Friday 24 February. We have already piloted this with one of our awarding bodies as part of their reaccreditation process and they have confirmed that it is both useful and meets their needs. The draft policy signposts to our more formal documents for those interested in a deeper understanding of our ethos, but aims to outline our main responsibilities.

This policy is not subject to Board approval, but I would welcome any comments from the committee.



Impact of UK leaving the European Union

At the last cycle of Committee meetings, there was some discussion around whether we could identify the number of the students and staff of NCL that come from other parts of the EU, to gauge the potential impact should the principle of free movement be affected by the UK's withdrawal from the European Union.

At the time of the last discussion, staff figures for NCL were not available as nationality information is not routinely recorded at NCL in the same way as it is for students.

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February 2017