

# HUMAN RESOURCES

## Item 6.1 – Resources and General Purposes Committee – 4 June 2018 NCL Organisational Development Update

### Voluntary Severance

Since the last meeting of this committee, six staff have now left us through the voluntary severance process. Four of these were support staff and two were teaching staff. A further 25 staff will leave at the end of June.

Two of the senior management postholders accepted for voluntary severance will leave at the end of July. For operational reasons, due to staffing changes within the area unrelated to voluntary severance, we have asked SFC that we be permitted to retain the third member of SMT accepted for voluntary severance until the end of September 2018 and this has been agreed.

As a result of voluntary severance, we are revising management structures within Estates, Finance and HR, with a realignment of responsibilities within the senior management team. The necessary changes are in progress and will be complete for the new session in August. There are no changes to the faculty structures as a result of voluntary severance, although there will be some realignment in one faculty due to the removal of one promoted postholder.

An analysis of the voluntary severance scheme was provided to members of the senior management team and our trade union representatives following the closure of the scheme. As this was considered useful in addressing some questions, it was also circulated to all staff. A copy is attached for members' information.

### Data Protection

As members will be aware, the EU General Data Protection Regulation is effective from 25 May 2018. While the key message is that good data protection practice before GDPR will remain good practice after GDPR, the new regulation has required us to make some changes – particularly around advising individuals of how their data will be used.

The following notable steps have been taken so far:

- The Data Protection and Data Security policy has been revised;
- New Privacy Notices have been prepared and will be referred to at the point that data is collected;
- Our new Data Protection Officer started with us in w/c 14 May. We are sharing this resource with our colleagues at South Lanarkshire College and APUC. He is with New College Lanarkshire for three days per week;
- Online training is available to all staff. This was made available in mid-May and so far approximately 300 staff have completed it. The deadline for staff completion is 30 June.

Other background work has been undertaken on system compliance and data mapping across the College.

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## **EIS Dispute**

Following agreement reached nationally on core terms and conditions for teaching staff, the College undertook a staff consultation exercise to discuss models of delivery that would enable us to make the transition from our current contractual arrangements from August 2018.

On completion of the consultation process, a local JNC was held with our EIS representatives on 11 May to present feedback from the consultation and to outline the model to be implemented from August. At this meeting, the EIS signalled their intention to raise a formal dispute over the proposals as they did not consider that the proposals met their expectations in terms of lecturer workload.

The management team is confident that what is being proposed is in line with the national agreement and timetabling for the new session is underway on this basis. The formal disputes process will run in parallel and the first dispute meeting has been proposed for Thursday 31 May.

## **National Bargaining Update**

There has been no agreement reached in relation to the lecturing staff pay award for 2017/2018 and 2018/2019, although the final offer made by the management side was rejected by the EIS, whom remain in dispute. A further NJNC Lecturer Side Table will take place on 31 May and a verbal update will be provided to the committee.

Similarly, there has been no agreement with the support staff in relation to the 2018/2019 pay award, although there has been some movement. Management's offer reflects current public sector pay policy, which is a 3% increase for all posts below £36,500, which represents the vast majority of support staff.

## **Promoted Job Matching**

As members may recall, in February NCL had made a submission to the national job matching panel in relation to four posts at the College, where agreement could not be reached locally with our EIS representatives. The process has been delayed at a national level; however, the national panel will meet to consider our submission on 6 June. The Vice Principal: Strategy and Corporate Performance will speak to the submission on behalf of college management and our EIS Branch Secretary will represent the union's viewpoint.

## **Tribunal Claim Update**

There has been no movement on this since the last meeting of the Resources and General Purposes Committee.

Brian Gilchrist

**Assistant Principal: Organisational Development**

May 2018