

# HUMAN RESOURCES

## Resources and General Purposes Committee – 3 June 2019

### Item 7.1 NCL Organisational Development Update

#### 1 Employment Tribunal Update

This remains unresolved. Ongoing discussions have taken place with the legal representatives of the UNISON claimants and no update as yet from the UNITE claimants, although email correspondence has taken place between the College and the UNITE full-time official. An update will be provided to members of the R&GP Committee at the meeting.

#### 2 Employers' Association Update

##### *Support Staff*

No active pay discussions are currently taking place as members will recall that the agreement that has been reached with the three support trade unions recognised in the sector covers the period to 31 August 2020, as reported at the last meeting.

However, the agreed job evaluation process for support staff is now underway and commenced in April 2019. The first stage of this process is that staff are being asked to complete a role questionnaire to outline the requirements of their role in relation to the 14 elements contained within FEDRA (which is the chosen analysis tool for the sector). Our two support trade unions are providing support to members over a series of meetings before the intended submission date for completed questionnaires of 28 June 2019. One of our current UNISON stewards has been seconded to this initial phase for three months to June 2019 and we have been allocated central funding to facilitate this process.

All role questionnaires will be countersigned by line managers and by appropriate HR representatives before submission. It is anticipated that the national scoring panels will begin their work in August 2019 and that this part of the process will be complete by summer 2020.

##### *Teaching Staff*

The position regarding any cost of living rise for lecturers remains unresolved, as agreement has not been reached at a national level. Management's current position is that an offer has been made that comprises of a pay element and a working practices element and that these two elements are indivisible. The EIS does not accept this and has balloted members on the working practices.

Since the last R&GP meeting, the strike action planned for 8 May was suspended, although two further days (the fifth and sixth strike days) took place on 15<sup>th</sup> and 16<sup>th</sup> May. No further strike days are currently planned, although the EIS continues a programme of "action short of strike action", which may run until at least the end of September if no agreement is reached. This ASOS affects the input of results to College systems and a removal of goodwill. An update on the current position will be provided at the meeting.

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## 3 Remuneration Committee

Following the Board's ratification on 25 March of the recommendation made by the Remuneration Committee, the agreed increase of 1.5% (subject to a payment cap of £1600) has been applied to the salaries of Principal, Vice Principal and Assistant Principal, effective 1 April 2018.

## 4 RecruitmentLocal Union Representation

As members may be aware, New College Lanarkshire recognises both UNISON and UNITE in relation to representation for our support staff, which reflects pre-merger arrangements and historical patterns of membership. However, UNITE have been without a local representative for some time.

I am pleased to confirm that we now have a UNITE local representative in place and we have also agreed with UNITE that the College will support a depute workplace representative, to maximise the opportunity for UNITE members to have a means of contributing to management and trade union discussions.

The College continues to support both trade unions and it is for staff to consider whether to be a member of a trade union or not and if so, whether they wish to join UNISON or UNITE. The College provides the same support to both.

## 5 Equality and Diversity

As required by statute, the College published its third Equality Mainstreaming Progress Report by the due date of the end of April 2019. This covers the period April 2017 – April 2019. The report is available here: <https://www.nclanarkshire.ac.uk/media/4345/160519-equality-mainstreaming-report-final.pdf> and hard copies will be available at the meeting.

We have also published our Gender Pay Gap information and a copy of this report is available here: <https://www.nclanarkshire.ac.uk/media/4202/gender-pay-gap-report-2018.pdf> Again, hard copies will be available at the meeting.

The key points of both reports will be discussed with members.

## 6 Voluntary Severance and Workforce Planning

As discussed at previous meetings, the College is progressing a voluntary severance scheme in 2018/2019 as part of our workforce planning strategy within the overall Business Plan.

Following the application and consideration process, we will be releasing 4.6FTE support staff and 10.91 teaching staff through voluntary severance in the current session. Some staff have already left us, although the majority will leave us in June and July.

This will be a standing update in this report for the remainder of the academic session.

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## 7 Recruitment of Senior Staff

In response to the changes that will take place at the summer period, the College is currently advertising for the role of **Principal and Chief Executive**. This process is being managed in-house and the advert closes for applications on Monday 3 June.

The College has also advertised for an additional **Vice Principal (Acting)** role to work alongside the principal and the two current vice principals, to maximise the opportunity for continuity during this period of transition. The post was open to any member of staff to submit a formal note of interest and interviews for shortlisted applicants will take place on 29 May 2019.

An update on both posts will be provided at the meeting.

Brian Gilchrist  
**Assistant Principal: Organisational Development**

May 2019