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**Resources and General Purposes Committee – 22nd May 2023**

**Item 7 (a) NCL College Registrar Update**

**This paper provides a summary of current and planned activity in the areas above to provide an update for the Resources and General Purposes Committee. Where the approval/ratification of the Committee is required, this is highlighted at the appropriate points.**

1. **Voluntary Severance Scheme**

As part of the College’s plan to address the budget shortfall for the academic year 2023/24, it is intended that a self-funded Voluntary Severance Scheme should be open to all staff from 22nd May 2023, with applications being accepted for consideration until 5th June 2023. This Scheme was recently approved at a Special Meeting of the Board of Management and separately by the Scottish Funding Council.

# **College Employers Scotland (CES)**

Verbal update to be provided under Agenda Item 14 – Chair’s Update.

# **Joint Negotiating Committee Update**

## **3.1 JNC Academic**

A short meeting of the JNC Academic was held on 11th May 2023.

The trade union provided feedback on the Armed Forces Reservist Policy and indicated that it would be sending the CCTV policy to the EIS branch for review.

The Academic Calendar for 2023/24 was discussed and the trade union said it would need to provide this to the EIS branch for approval.

The trade union tabled the topic of a “Culture Review” at NCL. Management and the trade union agreed to review existing internal and external policy type documents together, in order to come up with a form of wording that would be able to define the desired NCL culture for all staff.

Other topics covered included optimising room usage and online induction.

The next meeting of the JNC Academic will be scheduled for August 2023 at the start of the new academic year.

**3.2 JNC Professional Services**

The JNC Professional Services met on 30th March 2023.

It was confirmed that there were no more Professional Staff eligible for Transfer to Permanency between now and August 2023.

A commitment was made for management to review the RPA template provided by the trade union, ahead of the next JNC.

The trade union raised the matter of job evaluation of roles that have changed since the start of the national Job Evaluation project in 2018. It was acknowledged that the wider project needed to conclude before determining any appropriate next steps internally.

The Academic Calendar for 2023/24 was discussed and approved by the trade union.

The trade union enquired as to why the Nursery Review had been submitted to the Chairs’ Committee and not yet shared with staff. It was explained that the Nursery Review had been commissioned by the Board of Management and therefore this was the correct protocol.

The trade union expressed concern as it had come to their attention that some Professional Services departments were not planning to have any staff on campus during the Spring Break. A discussion ensued around the hybrid working arrangements which had been previously agreed with the trade unions, and it was agreed a reminder of these should be sent out ahead of the holiday period to all staff.

The next meeting of the JNC Professional Services has been scheduled for 21st June 2023.

# **4. Employment Tribunal Update**

There are six claimants in total and the claims remain sisted.

1. **Mainstreaming and Equality Outcomes (Interim) Report 2023**

The Mainstreaming and Equality Outcomes (interim) Report has now been published and is available to view on the NCL website [www.nclanarkshire.ac.uk/media/7410/mainstreaming-and-eo-interim-report-2023.pdf](http://www.nclanarkshire.ac.uk/media/7410/mainstreaming-and-eo-interim-report-2023.pdf)

Elaine Turkington

**College Registrar**

May 2023

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