

ITEM 7.1 – NCL ORGANISATIONAL DEVELOPMENT UPDATE



FOR DISCUSSION/INFORMATION			
Meeting:	Resources and General Purposes Committee		
Presented by	Brian Gilchrist		
Author/Contact	As above	Department / Unit	Organisational Development
Date Created	20 February 2020	Telephone	01698 232391
Appendices Attached	None		
Disclosable under FOISA	Yes		

1. PURPOSE

To update the committee on several key organisational development activities.

2. BACKGROUND

See above

3. DETAIL

See paper attached

4. BENEFITS AND OPPORTUNITIES

Not applicable

5. STRATEGIC IMPLICATIONS

None

6. RISK

None.

7. FINANCIAL IMPLICATIONS

None.

8. LEGAL IMPLICATIONS

None

9. WORKFORCE IMPLICATIONS

None.

10 REPUTATIONAL IMPLICATIONS

None.

11. EQUALITIES IMPLICATIONS

None

CONCLUSIONS/RECOMMENDATIONS

Members are asked to note the contents of the update.

Resources and General Purposes Committee

2 March 2019

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1. Launch of Values Project

Across different feedback mechanisms, a consistent message delivered by our staff and other stakeholders is that the mission, vision and values of the College as an individual institution are unclear. While staff can individually state why they are committed to the College and our students, how we articulate our values at an organisational level is less apparent.

The Regional Strategy 2018 – 2023 articulates a purpose, vision and values for our region as a whole, but in the same way that our colleagues at South Lanarkshire College have developed a strong identity and sense of purpose within this regional approach, which drives clear strategic planning and operational cohesion, a compelling proposition for New College Lanarkshire would also support increased levels of engagement – internally and externally.

To this end, the Principal has launched a consultation process to provide an opportunity for staff to provide feedback on the current mission, vision and values statements and how these could be enhanced to support the development of NCL's organisational culture within the overarching regional context. The first stage of this process has been an invitation for individual feedback and this will be followed up with staff, student and stakeholder focus groups in the coming weeks.

In line with the establishment of the Values Project, we have deferred our IIP assessment scheduled for February until later in the year. This will allow us to get maximum benefit from that process as we seek to embed our revised values in everyday practices and interactions.

2. Joint Negotiating Committee Update

Since the last meeting of the Resources and General Purposes Committee, a further meeting of both College JNCs has taken place. The JNC Academic Staff met on 3 February and the JNC Support Services met on 12 February. Both were constructive meetings and discussed a range of operational and policy matters.

A significant outcome of these discussions is that we have implemented an agreed NCL Whistleblowing Policy to replace all legacy arrangements and a formal policy on off-site working arrangements for academic staff has been produced jointly with the EIS via a Short Life Working Group and is now out for final consultation and approval.

The Whistleblowing Policy provides a route for concerns to be raised to the Chair of the Board of Management, the Chair of the Audit and Risk Committee and/or via the Board Secretary. By written agreement, these individuals confirmed that they were content with these policy references. Copies of the policy will be available at the meeting for information.

The next meetings of both local JNCs will take place in March and, with our trade union colleagues, we are keen to keep up the momentum on the constructive work being undertaken by these groups.

Policies to be taken to the next round of JNCs include:

- Absence Support Policy
- Family Friendly Policies
- Dignity at Work and Study Policy

Copies of all policies will continue to be provided to the Resources and General Purpose Committee for information as they are developed and agreed.

3. Other Policy Development

Aside from the policies under direct development through the JNC process, we are also updating our **Safeguarding Policy and Procedure** and our **Data Protection and Data Security Policy** is due for review in the Spring.

4. Gender Based Violence - #erasethegrey project

Gender Based Violence (GBV) is a priority area for colleges and universities and we have made a range of support information available through the endGBV.uk resources and the Equally Safe campaign. To extend this activity, we have signed an agreement with Glasgow Caledonian University to give us access to their #erasethegrey campaign materials, which challenge the myths around gender based violence in a very simple and direct way. We are currently tailoring the GCU resources for our own use, but an introduction to the campaign is available here <https://www.gcu.ac.uk/theuniversity/commongood/erasethegrey/>

5. National Bargaining Update

The NJNC has continued to meet, although there have been no significant developments or changes since the last round of agreements on terms and conditions of employment. However, one development since the last update provided is that a working group has been set up under the NRPA to consider the bargaining arrangements for principals and senior staff. This is at a very early stage of activity and further discussion and consultation will be required through the Employers' Association and with individual colleges and relevant staff regarding any proposals arising from the working group. The Resources and General Purpose Committee will be kept updated as these progress.

6. Joint Secretary Queries

We have received responses to several queries raised with the Joint Secretaries in relation to:

- Evening Duty Manager Rates
- TOIL for Prince's Trust Team Leaders
- Residence Assistants

These responses have been discussed by the Executive Board and will be taken forward by the HR team in discussion with the relevant trade unions as necessary. Details of the specific actions can be provided at the meeting, if required.

Queries remain outstanding in relation to:

- First Aid Payments
- Observation of Learning

The First Aid payments relates to a potential amendment to the implementation guidance for the sector and our query on observation of learning relates to interpretation of the definitions in the national agreement.

7. Job Evaluation Update

The College has now submitted the bulk of the required role questionnaires and job descriptions for all professional services staff within the scope of the job evaluation project. Where these have been delayed due to absence or work priorities, the HR team is in discussion with relevant staff teams to ensure full completion.

The second (scoring) phase of the process has commenced for 10 colleges so far. We have not been advised of a date or time period for the scoring of NCL roles and I will keep the committee updated on progress.

8. Employers Association

The next scheduled meeting of the Employers' Association will take place on 13/14 May 2020 at Dunblane and an update will be provided at the next meeting of the Resources and General Purposes Committee. As the next pay settlement date for both academic and professional services staff is 1 September 2020 and fresh negotiations will be required, it is likely that this will be a key topic for discussion at the Dunblane meeting.

Assistant Principal: Organisational Development

February 2020