

Minute of the National Negotiating Committee (NNC) – Lecturing Staff – Pay Meeting, held on Thursday 21 May 2026 (1400-1600), via Video Conference

In Attendance	
Chris Boyce	Staff Representative
Thora Hands	“ “
Anne-Marie Harley	“ “ (Chair)
Dan Holland	“ “
Peter Woods	“ “
Susan Elston	Management Representative
Debbie Kerr	“ “
Alan Ritchie	“ “
David Watt	“ “
Sarah Collins	Staff Joint Secretary
Steve Farrell	Management Joint Secretary
Jillian Cheape	Secretariat
Louis Martin	Note Taker

16/25 Welcome and Apologies

The Staff Representatives were in the Chair for this meeting. The Chair welcomed all to the meeting.

Apologies were received from Charlie Montgomery, Staff Representative.

17/25 Minutes of Previous Meeting

The minutes of Thursday 23 April 2026, and Thursday 30 April 2026 were agreed.

18/25 Pay Claim 2026-28

The Staff Representatives responded to the Management Representatives' previous offer and referred to their revised pay claim, which had been issued in advance of the meeting. The Staff Representatives noted that it was positive that discussions were now being taken forward on the basis of a single working document.

The Staff Representatives advised that any position reached by the conclusion of the meeting would require to be considered through the EIS-FELA's internal processes, including the Salaries Committee and the EIS Executive. The Staff Representatives therefore requested that discussions continue to progress and that the current negotiating position remain embargoed at this stage.

The Staff Representatives set out a revised position comprising:

- a consolidated 3.9% increase in Year 1;
- a consolidated 3.4% increase in Year 2; and
- a consolidated 3.5% increase in Year 3.

The Staff Representatives advised that minor amendments had been made to the proposed re-opener clause to correct the relevant years and to update the trigger points to reflect the revised percentages. The Staff Representatives maintained their position that CPIH should be used rather than CPI.

The Staff Representatives further advised that references to workforce transformation had been removed from the re-opener clause, and that separate wording on workforce planning had been provided for consideration. The Staff Representatives noted that any re-opener contingent on negotiations on terms and conditions would not be acceptable to members.

The Staff Representatives noted that the wording on job security had been provisionally agreed. They also advised that amended wording had been proposed in relation to Distant Islands Allowance (DIA).

The Staff Representatives noted that other public sector settlements had included explicit inflation protection or above-inflation elements. They advised that, to continue discussions positively, they were seeking a realistic response with meaningful movement.

The Management Representatives requested an adjournment to consider the Staff Representatives' revised position.

Adjournment

Following the adjournment, the Management Representatives thanked the Staff Representatives for setting out their response and noted the constructive and confidential nature of the discussions to date.

The Management Representatives advised that they had concerns regarding the removal of workforce transformation wording from the proposed re-opener clause. It was noted that, in the view of the Management Representatives, a re-opener should provide a balanced position for both parties and that, as currently drafted, the risk would sit primarily with the Management Representatives. The Management Representatives emphasised that the re-opener would not place an obligation on either party to agree any specific outcome but would provide an opportunity for further negotiation should the clause be triggered.

The Management Representatives acknowledged that the term "transformation" could be significant for members and that any wording related to workforce transformation would need to be appropriately framed. The Management Representatives advised that, if wording on workforce transformation were reintroduced, they would be willing to consider wording which referenced the protection of the lecturing role. It was agreed that the Management Representatives would provide revised wording on the re-opener clause in writing by Monday.

In relation to DIA, the Management Representatives noted the Staff Representatives had proposed amended wording. The Management Representatives advised that they had concerns regarding the wording of the funding and confirmed that they would provide a written response alongside the revised re-opener wording.

In relation to job security, it was noted that the wording was provisionally agreed.

The Management Representatives then set out a further revised pay offer comprising:

- a consolidated 3.6% increase in Year 1;
- a consolidated 3.2% increase in Year 2; and
- a consolidated 3.0% increase in Year 3.

The Management Representatives advised that the revised offer represented movement in response to the revised position set out by the Staff Representatives.

The Staff Representatives sought clarification on whether the joint approach to the Scottish Government in relation to DIA was intended to seek funding for DIA. The Management Representatives confirmed that this was their understanding, but noted that they had concerns with the wording as drafted.

The Staff Representatives requested an adjournment to consider the revised offer.

Adjournment

Following the adjournment, the Staff Representatives thanked the Management Representatives for the revised offer.

In relation to the re-opener clause, the Staff Representatives advised that they remained concerned about any reference to workforce planning, transformation, or flexibilities being included within the pay agreement. They noted that they were willing to consider a separate workforce planning agreement, provided it was agreed alongside the pay offer and remained separate from the pay agreement itself. The Staff Representatives asked the Management Representatives to review the separate workforce planning wording and respond by Monday.

In relation to DIA, the Staff Representatives advised that, in the same spirit as the workforce planning agreement being taken forward separately, they would wish to see clear wording on the proposed joint approach to the Scottish Government. It was noted that the Staff Representatives wished this to be agreed alongside the pay offer.

The Management Representatives noted that recognised trade unions should be involved in workforce discussions at the national level to have an opportunity to contribute.

It was agreed that discussions would continue at a further pay meeting.

19/25 Date of Next Scheduled Meeting

The next scheduled meeting is **Thursday 11 June 2026**; however, it was agreed that a further pay meeting would be arranged for **Wednesday 27 May 2026** at 1530 to continue discussions.

Action Monitoring Log

Thursday 21 May 2026		
Action	Owner	Status and Completion Date
Provide revised wording on the re-opener clause to Staff Representatives.	Management Representatives	May 2026
Provide a written response on the proposed Distant Islands Allowance wording.	Management Representatives	May 2026
Review the separate workforce planning wording provided by Staff Representatives and respond.	Management Representatives	May 2026
Arrange a further pay meeting for the following week.	Secretariat	May 2026
Thursday 14 May 2026		
Action	Owner	Status and Completion Date
Issue a revised pay offer to Staff Representatives.	Management Representatives	Complete - May 2026
Draft and issue proposed wording on the inflationary re-opener to Staff Representatives.	Management Representatives	Complete - May 2026
Develop proposed wording to allow further consideration of the Distant Islands Allowance.	Management Representatives	Complete - May 2026
Arrange a further pay meeting to progress discussions.	Secretariat	Complete - May 2026
Thursday 30 April 2026		
Action	Owner	Status and Completion Date
Management Reps to propose wording to issue to the Scottish Government requesting funding for DIA and send to Staff Reps for review/input.	CES Team	Complete - May 2026
Management Reps to propose wording in relation to job security to send to Staff Reps for review/input.	CES Team	Complete - May 2026
Thursday 23 April 2026		
Action	Owner	Status and Completion Date
Share further detail on the funding position with Staff Representatives	Management Reps	Complete - April 2026