Minute of the National Negotiating Committee (NNC) – Lecturing Staff – Pay Meeting, held on Thursday 23 April 2026 (0900-1000), via Video Conference

In Attendance	
Chris Boyce	Staff Rep
Thora Hands	“ “ (Chair)
Anne-Marie Harley	“ “
Dan Holland	“ “
Pete Woods	“ “
Robin Ashton	Management Rep
Alan Ritchie	“ “
David Watt	“ “
Sarah Collins	Staff Joint Secretary
Steve Farrell	Management Joint Secretary
Jillian Cheape	Secretariat
Louis Martin	Note Taker

05/25 Welcome and Apologies

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

Apologies were received from Charlie Montgomery, Staff Representative, Sue Clyne and Chris O’Neil, Management Representatives.

06/25 Pay Claim

The Management Representatives introduced their response to the pay claim.

The committee was advised that the Scottish Funding Council (SFC) indicative funding settlement for 2026-27 had initially been presented as a headline figure of 10% uplift, however, this reflects an actual increase of 8%. It was further noted that, once inflationary pressures and already committed costs are taken into account, this equates to an estimated real-terms increase of approximately 3.9%, limiting overall budget flexibility.

It was noted that a significant proportion of the uplift is earmarked funding, including provision for Lecturers’ pay, pension costs, National Insurance increases, and Professional Services Staff pay pressures. As a result, the level of discretionary funding available to colleges remains constrained.

The Management Representatives highlighted variation in funding settlements across the sector, with increases ranging from 3.2% to 10.7% between individual colleges. It was noted that, despite common cost pressures, differences in historical funding baselines and credit volumes have resulted in uneven levels of financial headroom across colleges.

It was further noted that, while the settlement represents an improvement compared to previous assumptions of flat cash, it provides only short-term stability. No changes to the funding model are anticipated for 2026-27, although further consideration may be given to this for 2027-28.

The Management Representatives then set out their formal pay offer. It was confirmed that the Management position in respect of no compulsory redundancy remains unchanged, with the existing job security commitment reaffirmed. It was further confirmed that discussions on Distant Islands Allowance remain a local matter rather than a National Bargaining issue, and that an inflationary guarantee will not be included in the formal offer.

The pay offer presented was a consolidated 3.2% increase for unpromoted and promoted lecturing staff in Year 1 (2026-27), followed by a consolidated 3.0% increase in Year 2 (2027-28). Revised salary scales with the increases added were outlined.

The Staff Representatives requested an adjournment to consider the offer.

Adjournment

Following the adjournment, the Staff Representatives advised that it would take the offer away for further discussion and response at the next meeting. It was highlighted that the proposed increase is below the agreements reached with other public sector workers, Professional Services Staff and current inflation levels.

The Management Representatives reiterated the financial constraints facing the sector, including the impact of committed funding pressures.

The Staff Representatives asked for a copy of the Management Representatives presentation. It was agreed that information on the funding position would be shared with the Staff Representatives. The formal offer was issued via email to the Staff Joint Secretary.

07/25 Date of Next Scheduled Meeting

The next scheduled meeting of the Committee is Thursday 11 June 2026.

A further meeting on pay has been scheduled for **Thursday 30 April 2026**, at which point discussions on the pay claim will be reconvened.

Action Monitoring Log

Thursday 23 April 2026		
Action	**Owner**	**Status and Completion Date**
Share further detail on the funding position with Staff Representatives	Management Reps	April 2026
Thursday 12 March 2026		
Action	**Owner**	**Status and Completion Date**
Arrange an interim meeting to present initial pay offer.	CES Team	Completed – March 2026