

Minute of the National Negotiating Committee (NNC) – Lecturing Staff Committee – Pay Meeting, held on Thursday 19 March 2026 (1400-1600), at Colleges Scotland Offices, Argyll Court, Stirling.

In Attendance	
Chris Boyce	Staff Rep
Thora Hands	“ “
Anne-Marie Harley	“ “
Eileen Imlah	“ “
Charlie Montgomery	“ “
Pete Woods	“ “
Robin Ashton	Management Rep
Sue Clyne	“ “
Susan Elston	“ “ (Chair)
Chris O’Neil	“ “
Alan Ritchie	“ “
David Watt	“ “
Steve Farrell	Management Joint Secretary
Sarah Collins	Staff Joint Secretary
Jillian Cheape	Secretariat
Anne Davidson	Note Taker

01/25 Welcome and Apologies

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

There were no apologies.

02/25 Pay Claim

The Management Reps gave an opening statement setting out their intended position relating to the Pay Claim received from the EIS-FELA on the 9 February 2026. They noted that they are currently still awaiting confirmation on funding from the Scottish Funding Council, (expected on 26 March 2026), and that once received, a formal proposal will be made but due to this there would be no proposal made today

In relation to Distant Islands Allowance (DIA), the Management Reps acknowledge that this is a legitimate ask, however in their view, this does not come under the umbrella of National Bargaining and as such, they propose that any discussions relating to DIA will be conducted outside of the pay offer. The Management Reps proposed to jointly lobby the Scottish Government for additional funding to cover the costs associated with DIA.

They also confirmed the position on a no compulsory redundancy guarantee remains unchanged, i.e. they do not support a no compulsory guarantee forming part of the pay deal.

The Staff Reps expressed disappointment that an offer was not presented at the meeting and noted that continuous delays in negotiations could ultimately lead to industrial action.

The Management Reps advised that until funding is known, it was not possible to properly develop a meaningful proposal and confirmed that this would be prepared for discussion at a future meeting.

The Staff Reps view was that DIA should be covered within National Bargaining as it is bargained for in other sectors such as the NHS and SNCT.

The Management Reps advised that the college sector has a different funding model whereby colleges are allocated funding on an individual basis.

The Management Reps advised its preference would be to hold a short interim meeting to deliver the initial pay offer and then a further meeting for full discussion of the content of the offer on Thursday 30 April 2026.

It was agreed to arrange an online meeting on Thursday 23rd April 2026 in order for the Management Reps to present a proposed Pay Offer, with a further meeting on Thursday 30 April 2026 to discuss the content in more detail.

It was also agreed that further discussion is required around the DIA element of the claim.

03/25 Any Other Business

The Staff Reps wished to note that today would be the last meeting attended by Eileen Imlah due to retiral. They thanked Eileen for her hard work and dedication over the years and wished her all the best in her retirement.

04/25 Date of Next Scheduled Meeting

The date of the next scheduled meeting is **Thursday 30 April 2026**, although an interim meeting is to be arranged in advance of this date to initially present the Pay Offer in advance of fuller discussions.

Action Monitoring Log

Thursday 12 March 2026		
Action	Owner	Status and Completion Date
Arrange an interim meeting to present initial pay offer.	CES Team	Completed – March 2026