

Minute of the meeting of the National Joint Negotiating Committee (NJNC) – Central Committee held on Thursday 4 December 2025 (1300-1500), at EIS Offices, 6 Clairmont Gardens, Glasgow, G37LW.

In Attendance	
Sue Clyne	Management Side
Susan Elston	“ “ (Chair)
Chris O’Neil	“ “
Alan Ritchie	“ “
Jon Vincent	“ “
Chris Boyce	Staff Side
Collette Bradley	“ “
Keir Greenaway	“ “
Thora Hands	“ “
Stuart Lee	“ “
Alison MacLean	“ “
Laura McLean	“ “
Charlie Montgomery	“ “
Colin Watson	“ “
Zak Stapley	“ “
Janet Stewart	“ “
Pete Woods	“ “
John Anderson	Management Side Joint Secretary
Sarah Collins	Staff Side Joint Secretary
Jillian Cheape	Secretariat
Steve Farrell	Management Side Observer
Catherine McCreath	Note Taker

10/25 Welcome and Apologies

The Management Side was in the chair and welcomed all to the meeting. Apologies were received from Ian Deed, David Watt and Debbie Kerr, Management Side, and Richard Gordon, Anne-Marie Harley and Eileen Imlah, Staff Side.

11/25 Minutes of Previous Meetings

The minute of the meeting held on Thursday 11 September 2025 was agreed.

12/25 National Recognition and Procedures Agreement (NRPA) Reform

Revised NRPA for the College Sector in Scotland

The final revised NRPA for the College Sector was presented for ratification.

A discussion took place on an implementation date. The Management Side suggested an implementation date of **1 March 2026**. The Staff Side asked whether the revised NRPA would require approval by each respective college board. The Management Side confirmed this would be managed internally, with all necessary college governance steps completed by the agreed implementation date.

The Staff Side queried the implementation arrangements. The Management Side noted that existing meeting schedules would continue, with the Side Table (Support) becoming National Negotiating Committee (NCC) – PSS meetings, Side Table (Lecturing) becoming NNC – LS meetings, and the Central Committee ceasing once implementation takes effect. It was noted that Working groups will continue as they are until the implementation date of the revised NRPA.

The Management Side advised that, in transitioning from NJNC to NNC, work has already commenced on a revised logo and updated website interface. Existing NJNC materials will be retained and archived appropriately.

This was noted.

With no further comments raised, the Central Committee confirmed ratification of the document. The Central Committee agreed on an implementation date of **1 March 2026**.

14/25 Policy Working Group (PWG) Update

The Central Committee received an update on progress with the National Grievance Policy and Procedure. It was noted that the next PWG meeting will take place in January 2026. If a final draft is agreed at the PWG in January 2026 and CES in early February 2026, then an extraordinary meeting of the Central Committee would take place before the end of February 2026 to allow this to be issued via a Circular under the current bargaining arrangements.

15/25 Fair Work Working Group (FWWG) Update

The Joint Secretaries provided an update advising that since the last Central Committee, the FWWG met on 18 September 2025 and 13 November 2025. It was noted that the September meeting included a session from the STUC Fair Work Officer, exploring Fair Work dimensions and identifying shared priorities and areas for development. Outcomes were reflected in revised documents reviewed at the November Working Group meeting.

It was further noted that a revised Terms of Reference has also now been agreed, and the Staff Side is drafting a Model Fair Work Statement, structured around the Fair Work dimensions, incorporating the actions discussed.

The Management Side confirmed that, if the FWWG produces an output requiring approval, an extraordinary Central Committee may be scheduled before the end of February 2026.

Action Notes of Previous Meetings

Paper 4 provided the Action Notes of the FWWG meetings held on 22 May and 18 September 2025 and was noted by the Central Committee.

It was also noted that the draft Action Note of the November 2025 FWWG meeting is still to be agreed by the Working Group.

16/25 Date of Next Scheduled Meeting

It was noted that this would be the final formal meeting of the NJNC – Central Committee, subject to the implementation date of the revised NRPA. This was also the final Central Committee meeting attended by John Anderson, Head of National Bargaining at CES. The Central Committee expressed its thanks for his contribution and service to National Bargaining.

Action Monitoring Log

Thursday 29 May 2025				
Item	Action	Owner	Completion Date	Status
37.24	Consider Management Side feedback on the proposed Health and Safety Subcommittee and reflect on the focus of stress risk assessment within the Sickness Absence Policy.	SS	September 2025	Complete
Thursday 11 September 2025				
Item	Action	Owner	Completion Date	Status
03.25	Finalised NRPA document to be issued to GMB for review once complete.	JS	September 2025	Complete
03.25	Review common outstanding areas and agree amendments electronically out with the Central Committee.	MS/SS	September 2025	Complete
03.25	PSS Joint Secretaries to have discussions regarding differing withdrawal arrangements.	JS	September 2025	Complete
04.25	PSS Disputes procedure to be looked at within Appendix 2.	MS/SS	September 2025	Complete
08.25	Refer the trade unions' concerns re anti-immigrant protests to Colleges Scotland to liaise regarding the development of a joint statement and in-house training.	SS/CS	September 2025	Complete
Thursday 4 December 2025				
Item	Action	Owner	Completion Date	Status
12.25	Ensure all necessary college governance steps for approval of the revised NRPA are completed ahead of implementation.	MS	March 2026	In Progress
14.25	Consider whether an extraordinary Central Committee meeting is required before end February 2026 to approve any PWG outputs.	JS	February 2026	In Progress

15.25	Consider whether an extraordinary Central Committee meeting is required before end February 2026 to approve any FWWG outputs.	JS	February 2026	In Progress
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