Minute of the National Joint Negotiating Committee (NJNC) – Side Table (Lecturing) meeting held on Thursday 11 September 2025 (1000-1200), at Colleges Scotland Offices, Argyll Court, Stirling

In Attendance	
Chris Boyce	Staff Side
Thora Hands	" "
Anne-Marie Harley	" " (Chair)
Eileen Imlah	" "
Peter Woods	" "
Sue Clyne	Management Side
Ian Deed	" "
Chris O'Neil	" "
David Watt	" "
Sarah Collins	Staff Side Joint Secretary
John Anderson	Management Side Joint Secretary
Jillian Cheape	Secretariat
Louis Martin	Note Taker

1/25 Welcome and Apologies

The Staff Side was in the Chair for this meeting. The Chair welcomed all to the meeting.

Apologies were noted from Charlie Montgomery, Staff Side.

2/25 Minutes of Previous Meeting

The minute of Thursday 29 May 2025 was agreed subject to the correction of an attendee's name.

3/25 Status of Circulars

Circular 02/21 – National Dispute Resolution

The agenda item was due to two outstanding referrals where the Joint Secretaries have failed to make a determination. Lengthy discussion took place on this position with both sides setting out its positions, but it was noted that differing views remain on the interpretation of Circular 02/21 – Section 9. The Staff Side view is that the Circular remains workable if colleges adhere to its spirit, while the Management Side expressed concerns about the ambiguity in the wording.

A suggestion was made to revisit a previous suggestion to draft a process to assist the Joint Secretaries in making a decision.

Adjournment

Following an adjournment, both sides agreed that a national process should be developed to support the Joint Secretaries in resolving the outstanding referrals under Circular 02/21. It was agreed that the Joint Secretaries would begin work on such a process, which will be brought back to a future Side Table meeting for review.

Circular 02/17 – Pay Harmonisation and Job Matching for Existing Promoted Lecturing Posts

The Side Table discussed Circular 02/17 and it was noted that it was originally agreed for a specific purpose, namely to job match existing Promoted Lecturers in post in 2017 to the new National Fixed Points. Some colleges have subsequently referred to the Circular as guidance in their recruitment and restructuring processes.

The Management Side considered that, having served its original purpose, the Circular is no longer fit for purpose in its current form and therefore, if the Joint Secretaries are asked to consider whether a college is in breach of the Circular now, then its view is no, as it was not the original intention of the Circular.

The Staff Side agreed that Circular 02/17 can be updated but suggested that Appendix 1 (Role Profile Criteria) within the Circular could continue to be used by colleges as interim guidance until a revised agreement is developed.

Both sides acknowledged the value of the Appendix, and it was suggested that, as a way forward, the Appendix should be reviewed and updated for inclusion in a standalone agreement.

It was agreed that the Joint Secretaries would have a further discussion on the wording of the recommendation that colleges continue to use Appendix 1 only until a new Agreement is agreed.

4/25 National Recognition and Procedures Agreement Reform

It was noted that work has continued on a revised agreement comprising a common framework with separate appendices for Lecturing Staff and Professional Services Staff. Comments from the Staff Side have been received and responded to, with some issues identified as requiring further discussion.

Due to time constraints, there was no opportunity to fully discuss Appendix 1 of the revised draft of the NRPA. To progress this work, it was agreed that a smaller group would convene online to address the outstanding items, with a meeting date to be arranged.

5/25 Hybrid Working and Learning Practices Working Group Update

It was noted that the Hybrid Working and Learning Practices Working Group reconvened on 29 May 2025, its first meeting since May 2023. The group reviewed its Terms of Reference and noted updates to the Joint Secretaries.

It was further noted that the Staff Side tabled a paper at the meeting, which the Management Side took away for sector comment. The Working Group Officer has since gathered feedback on the paper and will incorporate this into the draft document for consideration ahead of the next meeting on 6 November 2025.

6/25 Schedule of Meetings 2025/26

The schedule of meetings for Academic Year 2025/26 was agreed with the locations of the meetings going forward to be agreed.

7/25 Date of Next Meeting

The date of the next scheduled meeting is **Thursday 4 December 2025**.

Action Monitoring Log

Thursday 29 May 2025		
Action	**Owner**	**Status & Completion Date**
Joint Secretaries to arrange a meeting to discuss the Circular 02/21 referrals.	Joint Secretaries	Complete
Thursday 11 September 2025		
Action	**Owner**	**Status & Completion Date**
Joint Secretaries to begin work on developing a national process to support the resolution of referrals.	Joint Secretaries	Date to Discuss TBC – December 2025
Joint Secretaries to discuss wording for a joint communication to colleges, advising that Circular 02/17 no longer stands but that Appendix 2 may be used as interim guidance until a new Agreement is agreed.	Joint Secretaries	
Schedule a meeting of a smaller grouping to progress work offline on the NRPA Reform.	Joint Secretaries	Date to Discuss TBC
Working Group Officer to incorporate sector feedback into the draft document and share ahead of the working group meeting on 6 November 2025.	Working Groups Officer	November 2025