
Nominations and Remuneration Committee

Date of Meeting	Thursday 30 May 2024
Paper Title	Sector CES Update
Agenda Item	7
Paper Number	NRC4-C
Responsible Officer	Martin Boyle, Executive Director
Status	Disclosable
Action	For noting

1. Executive Summary

- 1.1** This paper provides a brief update of the current position regarding negotiations between employers and representative employees' trade unions, particularly where they have potential impact on the Glasgow college system.
- 1.2 Lecturers/EIS-FELA:** Recent national strike action, and action short of strike action, has been taking place across Scotland, including the Glasgow college. A revised pay claim has been tabled by EIS-FELA to College Employers Scotland (CES), which includes a proposed settlement for 2024/25 which is in line with the support staff offer currently under consideration. A proposed 2025/26 pay award is included in the proposal. CES is consulting its members, and further meetings are planned.
- 1.3 Support Staff:** UNISON confirmed that planned strike for 20 and 23 May was suspended following positive discussions. UNISON and Unite are taking the current tabled offer to their members. It includes agreement on a 2024/25 pay award and agreed working on terms and conditions.

2. Recommendations

- 2.1** Committee is invited to **note** this update on the current national context regarding employment relations.

3. Risk and Compliance Analysis

3.1 Continued activity which impacts on learners carries the risk of non-completion and non-resulting, which may have an impact completion KPIs linked to the current Outcome Agreement, as well as on progression to further study, particularly at universities. College continues to have discussions with university partners to seek to mitigate.

4. Financial and Resource Analysis

4.1 There are no direct financial risks to GCRB associated with this update. However, there is a wider financial sustainability risk to the Glasgow college system and money which is provided via GCRB to the Glasgow colleges. GCRB is not a member of CES and is not the employer of college staff so has no direct locus.

5. Equalities Implications

5.1 There is no direct risk to GCRB as it is not the employers of support or lecturing staff in the Glasgow college system.

6. Learner Implications

6.1 There is a risk associated with strike action and action short of strike action impacting on learners' ability to complete and to progress to study elsewhere.