

Extraordinary Meeting of the Board of Management

MINUTE OF 2nd MEETING (BoM2) HELD ON TUESDAY 5 DECEMBER 2023
AT 1100 HRS VIA MS TEAMS

Present	
Alisdair Barron (Chair)	Stuart Mcdowall
Dave Anderson	Don MacKeen
Douglas Baillie	Stuart Patrick
Paul Hillard	Ronnie Quinn
Paul Little	Leo Subido
Josh Taylor	Ewart Keep
In attendance	
Claire Carney	John Gribben
Roy Gardner	Sheila Lodge
Drew McGowan (Minute)	May Miller
Apologies	
Nicola Cameron	Charandeep Singh
Audrey Sullivan	Andrew Dickson
Lorna Hamilton	Roddy Gillespie

Item BoM2-1	Apologies for Absence	
Paper No: Verbal	Lead: Chair	Action Requested: Note
Decision	Apologies were noted from A Sullivan, N Cameron, L Hamilton and C Singh.	

Item BoM2-2	Declarations of Interest	
Paper No: Verbal	Lead: Chair	Action Requested: Note
Decision	No interests were declared.	

Item BoM2-3	Dispute Update & Voluntary Severance Scheme	
Paper No: BoM2-A	Lead: P Little/J Gribben	Action Requested: Approve
Discussion	<p>P Little provided members with an update on the negotiations between the College and EIS-FELA that resulted in a 10-point agreement being reached, as tabled for discussion, and local strike action being suspended. The Board was asked to approve a revision to the main terms of the voluntary severance scheme from 9 to 6 months, as tabled, to allow substantive parts of the agreement implemented.</p> <p>P Little confirmed that EIS-FELA are due to ballot their members on the agreement. Members also noted that, subject to Board approval, further approvals will be sought from the Glasgow Colleges' Regional Board (GCRB) and the Scottish Funding Council (SFC) concerning the revised voluntary severance scheme.</p>	

Board members welcomed the agreement reached between the College and EIS-FELA and the suspension of local strike action – and outlined their support for the revised voluntary severance scheme.

A Barron praised the Principal and the Convener of the EIS-FELA branch for constructively working together to end the dispute. He stated that this outcome was in the best interests of students and expressed his hope that the agreement would lead to improved industrial relations at the College.

D Baillie and R Quinn both noted the commitment to no compulsory redundancies for the current in next academic year in the agreement. They sought assurances that the College would have other sufficient mitigations available to respond to a flat cash, or potentially less-than-flat cash, funding settlement. P Little said the College would have sufficient mitigations to use in these scenarios. He explained that incorporating the business cases into as business-as-usual activity, together with modelling, would ensure that there would be greater visibility and control of the finances.

J Taylor asked if contingency measures were in place for students in case the agreement could not be implemented for any reason and strike action resumed. P Little said that that scenario would undoubtedly have a significant negative impact on students and, while previously planned cuts would have to be reinstated, he offered an assurance that the College would continue to do all it could to support students.

L Subido asked if delivering missed learning and teaching for students had been part of the discussions with EIS-FELA. P Little confirmed that they had not reached that level of detail yet, but it would be a consideration.

D MacKeen welcomed the commitment for the College and EIS-FELA to work together on Fair Work. He asked if there would be a lessons-learned exercise about the recent dispute. J Gribben highlighted that a review was part of the agreement.

S Mcdowall emphasised the importance of the student experience and how the College moves on from what has been a difficult period for both staff and students. Noting that the agreement only applies to lecturing staff, he raised the implications for support staff. P Little and J Gribben said they were alert to this and would work with Unison.

P Little reiterated his regret that the College found itself in a situation where, as a last resort, compulsory redundancies had to be implemented to safeguard the College's institutional and financial sustainability. He acknowledged the impact on staff and students and expressed his hope that this agreement would draw a line under this difficult period and allow the College to move on.

Decision

To welcome the agreement reached between the College and EIS-FELA and note the associated potential financial implications.

To approve the revised Voluntary Severance scheme as tabled and its submission to the GCRB and the SFC for further approvals.

Paper No: Verbal	Lead: Chair	Action Requested: Note
Decision	None.	

Item BoM2-5	Disclosability of Papers	
Paper No: Verbal	Lead: D McGowan	Action Requested: Note
Decision	That the disclosability status of the paper remain unchanged.	

Item BoM1-11	Date of Next Meeting	
Decision	Thursday 14 December 2023	

The meeting closed at 1210 hours.

ANNEX TO THE MINUTE

ACTION POINTS ARISING FROM PREVIOUS MEETINGS

Item	Description	Owner	Target Date
BoM1-5.5 04 10 23	Draft SFC Self-Evaluation Report: Present final report at the next meeting of the Board.	JG	BoM Mtg 14 12 23
BoM1-6.4 04 10 23	Transformation Update: To instruct lecturing staff to release results from 17 October.	PL	From 17 10 23
BoM7-3.4 14 06 23	Appointment of VC & SIM: Consider expressing interest in roles.	Board members	ASAP Complete
BoM7-4.5 14 06 23	Complaint Report: Provide Board members with a refresher session on the Code of Conduct.	DM	ASAP Complete
BoM7-6.1.4 14 06 23	Laptop Loan Scheme: Write-off the student loan laptop debt in the financial statements. To discontinue the loan laptop scheme at the end of AY 2022-23.	MD/BA	ASAP Complete