

HR COMMITTEE

DATE:	May 2022
TITLE OF REPORT:	24-22 College Employers Scotland
AUTHOR AND CONTACT DETAILS	Alan Sherry, Acting Principal Alan.sherry@slc.ac.uk Gary McIntosh, Head of Human Resources gary.mcintosh@slc.ac.uk
PURPOSE:	Provide the HR Committee with an updated on the development of Colleges Employer Scotland.
KEY RECOMMENDATIONS/ DECISIONS:	The Board is asked to: <ul style="list-style-type: none"> • note the contents of this report; • note the re-organisation of Colleges Scotland Employers Association; • note the establishment of the College Employers Scotland “brand”; • request the Acting Principal to refer this report to the Board of Management for information.
RISK	
RELEVANT STRATEGIC AIM:	Successful Students – skilled & knowledgeable staff Highest Quality Education & Support – Productive partnerships Sustainable Behaviours – Excellent governance; continuing professional learning and development; appropriate risk management
SUMMARY OF REPORT:	The report will provide insight into each of the following areas: <ul style="list-style-type: none"> • Introduction of College Employers Scotland • Overview of College Employers Scotland

South Lanarkshire College
Board of Management
Human Resources Committee
College Employers Scotland
Report by Acting Principal and HR Manager

1. Introduction

As members will be aware to support national collective bargaining for lecturing and support staff an Employers Association was established in 2016 under auspices of Colleges Scotland. National Negotiations on salaries and terms and conditions are conducted by the National Joint Negotiating Committee (NJNC) with the Employers Association providing Management representatives.

This report seeks to apprise members of changes to the operation of the Colleges Scotland Employers Association.

2. College Employers Scotland

From April 2022, the Employers Association will be known as College Employers Scotland with a distinct and separate identity from Colleges Scotland.

College Employers Scotland (CES) will remain a committee of Colleges Scotland having delegated authority on all decisions relating to national bargaining. Twenty-three Colleges have agreed to national bargaining for lecturing and support staff. One college, (UHI Shetland College) is signatory to the National Recognition Procedures Agreement for lecturers only.

Members should note that each college member is entitled to representation at full meetings of the CES. An Executive Committee, appointed by members has delegated authority to take decisions on behalf of all members.

Gavin Donoghue has been appointed Director of the College Employers Scotland from April 2022.

Members should note that they can obtain further information on the role of CES at www.collegeemployersscotland.ac.uk

3. Recommendations

Members are recommended to:

- i) note the contents of this report;
- ii) note the re-organisation of Colleges Scotland Employers Association;
- iii) note the establishment of the College Employers Scotland “brand”;
- iv) request the Acting Principal to refer this report to the Board of Management for information.