

## NJNC Agreement – Friday 19<sup>th</sup> May 2017

The undernoted are agreed by both sides of the NJNC Side Table Lecturers, subject to reporting and ratification by their respective constituencies. Both sides agree to recommend acceptance of this Agreement to their respective constituencies.

The EIS agrees to immediately suspend the current industrial action relating to the March 2016 NJNC Agreement.

The Management side agrees to immediately implement the pay elements of section 5 of the March 2016 NJNC Agreement.

This NJNC Agreement gives effect to all NJNC agreements in principle on pay migration and harmonisation as agreed at the NJNC meeting on 15 December 2016.

This NJNC Agreement further gives effect to all NJNC agreements in principle on terms and conditions as agreed at the NJNC meeting on 16 March 2017.

Agreed changes to Terms and Conditions will take effect from 1 August 2017.

Both sides acknowledge that some elements remain to be jointly finalised, however, these elements do not affect the implementation of this Agreement as set out above. This will be completed by 1 June 2017.

Terms and Conditions		Staff in post at 31 July 2017	New Employees from 1 August 2017
<b>Salary Conservation*</b>		Where a member of staff is currently in receipt of existing local salary conservation arrangements these will be retained.	To be agreed Management position – 3 years cash conservation EIS position – 6 years cash conservation
<b>Annual Leave</b>	<b>Unpromoted Lecturers*</b>	Retain existing local terms. (No Detriment)	To be agreed Management position - 60 days per annum EIS position – 63 days per annum
	<b>Promoted Lecturers*</b>	Retain existing local terms. (No Detriment)	To be agreed:  Management position: <ul style="list-style-type: none"> <li>• Level 1 - 60 days per annum.</li> <li>• Level 2 - 55 days per annum.</li> <li>• Level 3 - 50 days per annum.</li> </ul> EIS position – no differential (63 days)
<b>Class Contact</b>	<b>Unpromoted Lecturers</b>	Retain existing local terms (no detriment) OR migrate to 23 hours plus 1 hours (maximum of 8 hours within any 12 consecutive teaching week period), with annual hours of 860, from 1 August 2017	23 hours plus 1 hours (maximum of 8 hours within any 12 consecutive teaching week period), with annual hours of 860
	<b>Promoted Lecturers</b>	<ul style="list-style-type: none"> <li>• Level 2 - Up to 12 hours per week.</li> <li>• Level 3 - Up to 9 hours per week.</li> </ul>	To be agreed

		(Note – from 1 August 2017 or date of appointment through matching process if differs)	<p>Management position:</p> <ul style="list-style-type: none"> <li>• Level 1 - Up to 18 hours per week.</li> </ul> <p>EIS position:</p> <ul style="list-style-type: none"> <li>• Level 1 - Up to 15 hours per week.</li> </ul>
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**Note:**

\* Any voluntary contractual move to (another post) and or college/employer means that existing local arrangements would cease. [wording to be agreed]