



Northern College

THE BOARD OF GOVERNORS

Minutes of the meeting of the Board of Governors held on **10 June 2021**.

Present: Clive Macdonald (Chair), Bob Harrison, Yultan Mellor (Principal), Mike Bramhall, Liz Stanley, Neil James, Ken Richardson, Angus Morrison, Ann Corrigan, Frank Lord and John Edwards

In attendance: The Assistant Principal – Finance and Business Services (Joy Whistlecraft), the Assistant Principal – Student Experience (Diane Lawson), the Assistant Principal – Curriculum, Quality and Market Development (Emma Beal), the Head of Human Resources (Elin Longley) and the Clerk to the Governors (Sarah Johnson).

Apologies: Colin Forrest.

DECLARATIONS OF INTEREST

B21/42 None.

GOVERNANCE MATTERS

B21/43 It was reported that from 6 May 2021 it had been agreed that Prof Tim Thornton would take a sabbatical from his role as a member of the Board of Governors as a result of a conflict of interest arising from the FEC led structure and prospects appraisal, with a view to him recommencing his role as soon as appropriate.

BUSINESS SERVICES TERMS AND CONDITIONS (Document 2iii)

B21/44 The Board considered a report which presented proposals for changes to business services staff terms and conditions. It was noted that:

- a paper had been presented to the February 2021 Remuneration Committee outlining a proposal to change the terms and conditions of business support staff as part of the College's strategy to modernise and simplify employment terms for this group;
- the committee had supported the broad approach presented and agreed that cost implications should be considered prior to final approval by the Board of Governors;
- since that paper was presented the College had participated in a diagnostic assessment undertaken by the FE Commissioner team who recommended a Structure and Prospects Appraisal (SPA) which was currently on-going;
- in light of this change in circumstances the decision was taken to review the recommendations made at the February committee to decide which aspects were appropriate to recommend continuing with at this time;
- with this in mind it was recommended that the following changes take place:
 - a refresh of business support contracts to update them in line with AoC model contracts;
 - replacement of references to 'Green Book' terms and conditions with sector appropriate terms and conditions:
 - harmonising contracts for all business support staff to a single contract based on a 36 hour working week and removal of all enhancements (including for weekend working, shift allowances and unsocial hours payments);
 - annual leave entitlement for all business support staff rises to 27 days (pro-rata) irrespective of length of service.

- B21/45 The Board considered the implications, benefits and costings in detail, noting that:
- the proposal was cost neutral;
 - no staff would be dismissed and re-engaged as part of the proposal;
 - the proposal was subject to appropriate consultation/negotiation with the trade unions.

Resolved: i That subject to appropriate negotiation/consultation with the trades unions headline changes to business services terms and conditions as outlined be approved.

STRUCTURE AND PROSPECTS APPRAISAL UPDATE

- B21/46 The Board considered an update regarding the FEC led structure and prospects appraisal.

- B21/47 A separate confidential minute was recorded.

STRATEGY

- B21/48 A separate confidential minute was recorded.

DATES OF THE NEXT MEETINGS

- B21/49 Thursday 15 July 2021– 11.00am
Thursday 30 September 2021 - 11.00am
Thursday 16 December 2021 - 11.00am
Thursday 10 March 2022 - 11.00am
Thursday 14 July 2022 - 11.00am