

PERTH AND KINROSS COUNCIL

JOINT NEGOTIATING COMMITTEE FOR TEACHING STAFF

LOCAL AGREEMENT

FACILITY TIME FOR PROFESSIONAL ASSOCIATION REPRESENTATIVES

In terms of the Local Recognition and Procedure Agreement, it is accepted by all signatories acting on behalf of the Council and the recognised unions that this agreement is a binding local agreement effective from 30 June 2009. This supersedes relevant provisions within the National Agreement and constitutes a formal amendment to the terms and conditions of employment for teaching employees within Perth and Kinross Council.

John Fyffe, Executive Director (Education & Children's Services), on behalf of
Perth and Kinross Council:

John Fyffe

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Douglas Stewart (EIS), on behalf of Teachers' Trade Unions:

Douglas Stewart

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PERTH AND KINROSS COUNCIL

Joint Negotiating Committee for Teaching Staff – 30 June 2009

Facility Time for Professional Association Representatives

Report by Executive Director (Education and Children's Services)

ABSTRACT

This report provides details of the proposed allocation of funded facility time for teachers' professional association representatives. It also proposes an alternative arrangement for the contractual arrangements for the leader of the teachers' side of the JNCT should they be elected to serve more than one term of office.

1 RECOMMENDATION(S)

It is recommended that the Committee agrees:

1. the proposed allocation of funded facility time for teachers' professional association representatives as per this report, subject to ongoing funding being available each year.
2. the proposed arrangements for the future employment status of the leader of the teachers' side of the JNCT as set out in this report.

2 BACKGROUND

- 2.1** The Local Joint Negotiating Committee for Teachers (JNCT), and teachers' professional associations have had revenue funding allocated to support their activities for a number of years. The purpose of this report is to propose changes to how that funding is allocated across the various teachers' professional associations to ensure that the teachers' side of the JNCT process is supported in a manner that encourages and delivers effective joint working. The proposed allocations set out in appendix 1 are the same as is currently available for this purpose but reflect a different utilisation of these resources.
- 2.2** This report also proposes a means by which the quality, standard, and consistency of the learning and teaching experience for pupils can be maintained whilst the elected leader of the teachers' side can have an assurance over their continued employment status.
- 2.3** The proposals contained in this paper do not change the current local arrangements in schools where Head Teachers and professional association representatives agree that "reasonable time off to undertake trade union duties" is granted. This "reasonable time off" will include attendance at the JNCT and the JNCT Sub Group for those members of staff appointed to these fora.

3 PROPOSALS

- 3.1** At present there is no set formula for allocating the level of funding to support the various teachers' professional associations as part of the JNCT process. It has become apparent over recent months that such a basis of allocation should be developed in order to show transparency and the effective use of financial resources. Appendix 1 sets out the proposed allocation of funded facility time for professional association area office representatives. This will be subject to annual review and the continuing availability of funds year on year.

The proposed allocations set out in appendix 1 reflect the fact that as part of the Teaching Profession in the 21st Century agreement, Councils are required to have in place a Local Joint Negotiating Committee (JNCT) and that this needs supported, hence the proposed allocation of 0.6 fte. The further 0.8 fte allocated to teachers' professional associations is consistent with the Council's support to staff representatives covering staff employed under the Council's Single Status agreement. The remaining balance of the proposed allocation (0.2 fte) reflects the Council's commitment to the continuing professional development of teaching staff.

- 3.2** It is further proposed that in order to ensure an appropriate continuing provision of learning and teaching for pupils, that should the leader of the teachers' side of the JNCT be appointed for a second (or subsequent) term of office, and they are also a professional association representative entitled to 0.6 fte facility time, they should resign their specific post in their school but be issued with a commitment that should they cease to hold such offices in the future, they will be redeployed to an appropriate teaching post within the Council under the terms of the existing teachers' transfer arrangement, or the redeployment procedure for promoted teachers which is currently being developed (whichever is appropriate for the individual). This will be subject to annual review following the JNCT teachers' side election process and its application will be dependant on the above circumstances being the result of these elections.

The above proposal is consistent with the emerging policy on how to deal with requests from teaching staff for career breaks of 2 years or more.

- 3.3** The proposed allocation for learning representatives as per appendix 1 will be utilised on an annual basis by the teachers' side of the JNCT and the individuals so appointed should be notified to Perth & Kinross Council. The time such individuals are out of school to undertake these duties should be agreed locally with their Head Teacher.

4 CONSULTATION

The Head of Human Resources, Head of Finance, the ECS Senior Management Team, and the teachers' professional associations represented on the JNCT have been consulted in the preparation of this report.

5 RESOURCE IMPLICATIONS

The financial implications of the proposals in this report can be contained within existing resources.

6 COUNCIL CORPORATE PLAN OBJECTIVES 2006-2010

6.1 This report takes forward the Service's Statement of Intent and links to Business Management and Improvement Plan Objectives:

- Develop the range and quality learning experiences for all
- Raise standards of performance and achievement

The report also links to the Education & Children's Services Policy Framework in respect of the following key policy areas:

- Change and Improvement
- Communication and Consultation
- Inclusion and Equality
- Leadership and Management
- Maximising Resources

6.2 The Council's Corporate Plan 2006-2010 lays out five Objectives which provide clear strategic direction, inform decisions at a corporate and service level and shape resources allocation. They are as follows:

- A Safe, Secure and Welcoming Environment
- Healthy, Caring Communities
- A Prosperous, Sustainable and Inclusive Economy
- Educated, Responsible and Informed Citizens
- Confident, Active and Inclusive Communities

7 EQUALITIES ASSESSMENT

The function, policy, procedure or strategy presented in this report was considered under the Corporate Equalities Assessment Framework and the determination was made that the items summarised in this report do not require further assessment.

8 STRATEGIC ENVIRONMENTAL ASSESSMENT

The plan, programme or strategy presented in this report was considered under the Environmental Assessment (Scotland) Act 2005 and the determination was made that the items summarised in this report do not require further action as they do not qualify as a plan, programme or strategy as defined by the Act.

9 CONCLUSION

The agreement of the proposals in this paper will ensure existing working relationships between the Council and the teachers' professional associations will be enhanced. In addition, the proposals provide for the continuation of a quality learning experience for children whilst also protecting the future employment status of the leader of the teachers' side of the JNCT.

JOHN FYFFE
Executive Director (Education and Children's Services)

Note: The following background papers, as defined by Section 50D of the Local Government (Scotland) Act 1973 (and not containing confidential or exempt information) were relied on to a material extent in preparing the above report.

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Date: 31 March 2008

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Council Text Phone Number 01738 442573

**PROPOSED ALLOCATION OF FUNDED FACILITY TIME FOR TEACHERS'
PROFESSIONAL ASSOCIATIONS**

| JNCT ROLE/PROFESSIONAL ASSOCIATION SECRETARY | PROPOSED FTE ALLOCATION |
|---|------------------------------------|
| | |
| JNCT – leader of the teachers' side | 0.4 |
| JNCT Joint Secretary | 0.2 |
| EIS | 0.6 |
| SSTA | 0.1 |
| NASUWT | 0.1 |
| Learning Reps | 0.2 |
| | |
| Total Funded Allocation | 1.6 |