

## Update on SNCT Working Groups 31 May 2012

### Conditions of Service Working Group

The Working Group on Conditions of Service has agreed surrogacy leave provisions and a draft circular is presented to the SNCT.

The Working Group has also considered compensatory leave provision. The Employers' Side has tabled a position which is being considered by the Teachers' Side.

The Working Group has prepared advice on the calculation of maternity leave and a Joint Secretaries' letter giving effect to the calculation has been issued and is copied to the SNCT.

Finally, the Working Group has agreed to establish a sub group on technical issues to deal with matters arising from leave and pay calculations.

### Report of the SNCT Joint Chairs Working Group on Duties

The Working Group has met on 5 occasions.

The Working Group on Duties has made good progress. A revised set of duties is on the point of agreement. It is proposed that duties are set out in 3 parts - reference to professional standards, a set of professional obligations and a list of specific duties. The remaining issues relate to:

- (a) the possible removal of appendix 2.6 of the Handbook and its replacement by an overarching statement on teachers exercising professional discretion on work priorities;
- (b) decisions in the Chartered Teacher Working Group which may or may not have implications for this Working Group.

### Report of the SNCT Joint Chairs Working Group on Working Week / Working Hours

The Working Group has met on 5 occasions.

The remit of the Working Group was agreed as follows:

- To review current provision contained in the SNCT handbook in light of the recommendations from the Review of Teacher Employment regarding proposed changes to the working week / working hours of teachers.
- To engage with stakeholders if necessary with regard to any related matters.
- To produce an interim report to the SNCT Joint Chairs by end of February.
- To provide a report with recommendations to SNCT Joint Chairs detailing possible changes alongside benefits and risks by Autumn 2012 with a view to allow discussion on changes to the SNCT Handbook to be concluded by the SNCT before 1 April 2013, when the current SNCT Pay and Conditions Agreement ends, with a view to implementation by August 2013.

The Working Group agreed to address the recommendations as three groups which identified different themes. The Working Group has had wide ranging discussion on all the recommendations within its remit and progress has been made as follows:

#### Group 1

Rec 13 – Joint Secretaries to draft guidance which will be considered.

Rec 22 – Agreed

Rec 24 – Relates to 13.

Rec 25 – Agreed.

Rec 26 – Agreed subject to the outcome of discussion on flexibility.

Rec 27 – Relates to 13.

#### Group 2

Rec 23 – Action TBC.

Rec 28 – Working Group has agreed statement.

Rec 34 – Joint Secretaries to redraft removing the final sentence and ‘in the future’.

#### Group 3

Rec 8 – Joint Secretaries to clarify through a letter of advice.

Rec 14: Action TBC.

The Working Group has had wide ranging discussion on the 11 recommendations, particularly focusing on the potential risks and benefits of increased flexibility provided by recommendations 13 and 27 which suggest looking at class contact time over a longer period than a week.

The group is also giving consideration to the development of a Code of Practice which would set out the principles and safeguards to enable schools and LNCTs to consider a more flexible approach to working time.

Negotiations and discussions will continue and a further report will be given to the next SNCT in Autumn 2012.

### **Report of the SNCT Joint Chairs Working Group on Chartered Teacher**

The Working Group has met on 4 occasions, (6 March, 27 March, 16 May and 28 May). The group agreed the revised remit :

- to consider the pay and terms and conditions of chartered teachers, and those working towards chartered status, together with the code of practice on the role of chartered teachers further to the decision to end the scheme.
- to engage stakeholders if necessary with regard to any related matters.
- to provide an interim report to the SNCT Joint Chairs by end of March 2012 and a further interim report by the end of May to allow guidance to be issued on the existing freeze on progression through the scheme.
- To produce a final report with recommendations to SNCT Joint Chairs setting out a possible way forward by June 2012

The working group discussions so far have focused on the implications of discontinuation of the Chartered Teachers scheme. The group proposed to the SNCT Joint Chairs that, whilst discussions are ongoing, the arrangements set out in Joint Secretaries letter JS/11/24 should continue until the end of June when a final decision should be reached by the SNCT. JS/12/37 was issued on 4 May.

The group has been making good progress and has agreed in principle, subject to agreement on wording, to recommend to the SNCT that:

**(i) Those registered but who have not commenced modules:** The SNCT should close salary progression to those teachers who have registered with GTCS but who have not yet commenced their course of study

**(ii) Those who have been precluded from progression following the 2011 Pay and Conditions Agreement:** that there will be no further salary progression for those on Pay Points 1-5 of the Chartered Teacher scale.

**(iii) Those already fully Chartered Teachers or who have partially completed the Standard for Chartered Teachers:** Pay should be protected at their current point on the Chartered Teacher scale in return for enhanced contributions as defined in 'The Role and Enhanced Contribution of Chartered Teachers'. SNCT will maintain the Chartered teacher Pay Spine. Those who are on Pay Points 1-6 will continue to receive salary in accordance with paragraph 1.27, Part 2 of the Handbook. Paragraph 1.28 should be deleted

**(iv) Exceptions to (ii) above:** The group is still giving consideration to the possibility of exceptions to no further salary progression. This issue will be developed further at the next meeting of the group.

The next meeting of the group is scheduled for 11 June 2012.

The SNCT is asked to agree in principle to the proposals outlined in (i) to (iv) above, subject to final agreement on the wording.