

29 May 2014

JS 14/49

Working Time Agreements

Dear Colleague

The SNCT is aware that LNCTs will be providing framework advice to schools on concluding Working Time Agreements for school session 2014/15.

LNCTs should include reference to two issues in their framework advice.

- (i) **SNCT Code of Practice on Working Hours, Working Week** – This Code of Practice, issued as part of the 2013-15 Pay and Conditions of Service Agreement (SNCT 14/43), provides for flexibility in working arrangements subject to agreement at school level. LNCTs will have to ensure that the criteria set by the SNCT have been met in full at school level. Staffing arrangements will have to be capable of being delivered within a Council's resources and should be clearly set out.

Where any school agrees to a flexible arrangement as part of the Working Time discussions the implementation of this should be monitored in line with the SNCT Code of Practice.

- (ii) **Teacher Workload** – The SNCT Agreement accepted a statement on Teacher Professionalism as part of 2013-15 Agreement. This is appended. It will be formally adopted into the revisions of the SNCT Handbook but it is issued now since schools should be encouraged to put teacher workload at the centre of negotiations on the annual calendar and Working Time Arrangements. The SNCT also asks LNCTs to refer, in their framework advice to the Report, Curriculum for Excellence – Working Group on Teaching Bureaucracy.

Thank you for your assistance in this matter.

Yours sincerely

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