

SCOTTISH NEGOTIATING COMMITTEE FOR TEACHERS

Thursday 26th September 2019

The SNCT met on Thursday 26th September 2019 in the Offices of the EIS, 46 Moray Place, Edinburgh. Councillor Gail Macgregor (Employers' Side) was in the chair.

Present:	Employers' Side	Councillor Gail Macgregor (Joint Chair) Councillor David Dodds Councillor Peter Barrett
	Scottish Government	Clare Hicks (Joint Chair) Stuart Robb David Roy
	Teachers' Side	Des Morris (EIS) (Joint Chair) Larry Flanagan (EIS) Mick Dolan (EIS) Susan Quinn (EIS) Alison Thornton (EIS) Valerie Inkster (EIS) Nicola Dasgupta (EIS) Catherine Nicol (SSTA) Jane Peckham (NASUWT)
	In attendance	Tom Young (Employers' Side Joint Secretary) Debbie Walls (Employers' Side Secretariat) Kristine Johnson (Employers' Side Adviser) Tracey Gillespie (Employers' Side Adviser) Michelle Milne (Employers' Side Adviser) Dave McGinty (Teachers' Side Secretariat) Angela Felvus (Scottish Government, Secretariat) Jim Thewliss (SLS – Observer)

Apologies had been received from Louise Wilson (Teachers' side Joint Secretary), Stephanie Walsh (Scottish Government Joint Secretary) Douglas Atkinson (VOICE), and Councillor Tom Marshall (Employers' Side).

1. Minute of Previous Meeting 30th May 2019

The minute of the previous meeting was agreed as a correct record.

2. Matters arising not otherwise on the agenda

One matter arising was that Allan Crosbie had sent his apologies. This will be recorded in the minutes of this meeting.

3. SNCT Support Group Report 10th September 2019 – to note

The Committee noted a report from the Support Group from its meeting held on 10th September 2019.

The report provided an update on the work being undertaken by the SNCT Support Group and it was noted that the next meeting would be held on Tuesday 26th November 2019 at EIS Headquarters.

4. SNCT Pay Agreement 2018-2021 – Update

4.1 Job Sizing

The Joint Chair (Teachers' Side) confirmed that there had been agreement at the SNCT Support Group to establish a Job-Sizing Technical Working Group with membership being drawn from all sides of the SNCT.

Following discussion, however, in which the Teachers' Side iterated its desire for a more detailed review remit to drawn up first, the SNCT agreed to ask the Joint Secretaries to draft such a remit for the Job-Sizing Review Group for submission to the Joint Chairs for comment and approval, which would allow the membership of the Review Group to be agreed. Thereafter, the remit and potential membership of any Job-Sizing Technical Working Group could be considered.

It was agreed that the Joint Secretaries would run a consultation amongst the members of the SNCT which would be an exploration of current issues surrounding the job-sizing toolkit.

4.2 Workload Review – the role of the SNCT

The Joint Chair (Teachers' Side) thanked the Scottish Government for its paper on Teacher Workload and, in acknowledging that it was an explicit part of the pay agreement, welcomed and noted the proposals. He expressed the view that the constituent groups of the Teachers' Panel would welcome the opportunity to bring to future discussions both at the SNCT and in other fora, their views on the areas covered by the paper and confirmed he would share the paper with Teachers' Panel members.

It was agreed that Scottish Government will take forward the proposals as outlined and further agreed that the Joint Secretaries will review and highlight existing SNCT Handbook statements on workload in advance of the next SNCT Support Group.

4.3 Additional In-Service Days 2019-2020

It was noted that there was variance across Local Authorities with regard to the dates and proposed activities to be carried out on the additional in-service days and that there had been discussion at the SNCT Support Group around collecting information on how these days have been utilised have raised the question on how well these had been used.

Following discussion, it was agreed that the Joint Secretaries will, in advance of the next SNCT Support Group, propose the means by which the SNCT will seek feedback from LNCTs as to how additional in-service days have been used.

4.4 Independent Research and Analysis of the Pay of Scotland's Teachers

The committee discussed the development of a remit and timing for the independent research and analysis. The Teachers' side was clear in its view that the timing of any research had to be relevant to the period when the next set of negotiations would occur, that it was intended to establish agreement on relevant data such as existing OECD research as contained in "Education at Glance", and that objective analysis is essential.

It was agreed to remit to the Joint Secretaries to consider the parameters for the research and create an initial remit for the next Support Group to consider on 26 November 2019.

5. Career Pathways Workplan

5.1 Letter from Joint Chairs to Moyra Boland was homologated.

5.2 The SNCT Career Pathways Workplan was noted.

5.3 The remits of the 3 SNCT Career Pathways Working Groups were noted.

6. Code of practice on the headteacher responsibility in the recruitment and selection of staff in schools (Final draft)

The Committee agreed the final draft apart subject to minor typographical errors. Powers were given to the Joint Secretaries to agree the final version.

7. SNCT Circulars – For Homologation

(i) SNCT 19/72 – Job Sizing of Promoted Posts was homologated.

8. Joint Secretaries' Letter of advice to note

(i) JS/19/75 - Parental Leave and Flexible Working Applications was noted.

9. Date and time of next meeting.

2.00 pm Thursday 20 February 2020 – Moray Place

Scottish Government to Chair

10. AOCB

Councillor Macgregor noted that this was Clare Hicks' final SNCT meeting before she moved on to her new role and expressed thanks to her on behalf of the

SNCT for all her hard work and the significant contribution she has made to ensure the success of the SNCT.

Larry Flanagan seconded this vote of thanks and expressed his appreciation to Clare for the way she had been able to keep the dialogue open during what were sometimes difficult conversations.