

## SCOTTISH NEGOTIATING COMMITTEE FOR TEACHERS

THE SNCT MET ON WEDNESDAY 21 SEPTEMBER 2022 IN THE OFFICES OF THE EIS, 46 MORAY PLACE, EDINBURGH. MEMBERS OF THE COMMITTEE ALSO JOINED THE MEETING VIA VIDEO CONFERENCE. DES MORRIS (TEACHERS' SIDE) WAS IN THE CHAIR.

### Attendees

Employers' Side	Councillor Katie Hagmann (Joint Chair) Councillor Andy Ferguson Councillor Stephen McCabe Councillor Mandy Watt
Scottish Government	Sam Anson (Joint Chair) Stuart Robb
Teachers' Side	Des Morris (EIS) (Joint Chair) Mick Dolan (EIS) David Farmer (EIS) (Substitute) Andrew Fullwood (EIS) (Substitute) James McIntyre (EIS) (Substitute) Alison Murphy (EIS) (Substitute) David Smith (EIS) (Substitute) Paul Cochrane (SSTA) Mike Corbett (NASUWT)
In attendance	Simon Cameron (Employers' Side Joint Secretary) Stuart Bain (Employers' Side Secretariat) Ed Gordon (Employers' Side Secretariat) Louise Wright (Employers' Side Secretariat) Chris Alliston (Employers' Side Adviser) Kenny Macneil (Employers' Side Adviser) Louise Wilson (Teachers' Side Joint Secretary) Dave McGinty (Teachers' Side Secretariat) Angela Felvus (Scottish Government Secretariat) Greg Dempster (AHDS Observer) Jim Thewliss (SLS Observer)
Apologies	Andrene Bamford (EIS) Andrea Bradley (EIS) Nicola Dasgupta (EIS) Valerie Inkster (EIS) Paula McEwan (EIS) Councillor Shaun Macaulay Councillor Gary Robinson Stephanie Walsh (Scottish Government Joint Secretary)

## **1. SNCT Annual General Meeting 2022**

### **1.1 Appointment of Joint Chairs:**

Scottish Government – Sam Anson  
Employers' Side - Councillor Katie Hagmann  
Teachers' Side - Des Morris

### **1.2 Appointment of Joint Secretaries**

Scottish Government: Stephanie Walsh  
Employers' Side: Simon Cameron  
Teachers' Side: Louise Wilson

### **1.3 Committee membership**

Scottish Government: Stuart Robb.  
Employers' Side: To be notified to Joint Secretaries  
Teachers' Side: To be notified to Joint Secretaries

## **2. Minute of Previous Meeting held on 23 February 2022**

Point of accuracy. The meeting agreed that the minute of the previous meeting should be recorded as 27 May 2021 and not 30 September 2021.

Point of accuracy. The meeting noted that Mike Corbett attended the 23 February 2022 meeting of the SNCT as the representative from NASUWT and not Tara Lillis.

With these amendments, the minute of the previous meeting was agreed as a correct record.

COSLA agreed to include the names of the Councillor representatives in attendance in the final version of the minute.

### **2.1 Matters arising**

There were no matters arising.

## **3. Pay Claim 2022/23 (update)**

Des Morris, Teachers' Side Chair, reported that the Teachers' Side of the SNCT had unanimously decided to reject the 5% pay offer made by COSLA in its letter of 19 August.

On behalf of the Teachers' Side, Des Morris then formally declared a dispute with respect to the failure to agree the 2022 Pay Claim at the SNCT. This oral declaration of a dispute would be confirmed in writing by the Joint Secretary of the Teachers' Side later in the day.

The declaration of this dispute was a direct result of 5% being an insufficient offer and the delay in an improved offer being made by COSLA following an extended period of negotiation.

In response, Councillor McCabe, on behalf of COSLA, indicated that the budgets for Scotland's councils for 2022-23 contained no additional funds from Scottish Government to finance pay increases and that the consequences of any further increases would result in cuts to services or job losses which COSLA Leaders would not currently consider.

On behalf of Scottish Government, Sam Anson (Joint Chair) repeated the key messages from the Deputy First Minister's statement given to the Scottish Parliament on 6 September namely: the total Scottish Budget is fixed; the Scottish Government cannot vary income tax in-year; the reserve funding is fully allocated and the Scottish Budget is at the absolute limits of affordability.

All sides indicated their willingness to continue negotiations through Extended Joint Chairs with the hope of a negotiated settlement being reached. Councillor Katie Hagmann (Joint Chair) indicated that she would report the unanimous rejection of the 5% pay offer and the subsequent declaration of a dispute to the next meeting of COSLA Leaders. Sam Anson (Joint Chair) indicated that he would be reporting in similar terms to Scottish Ministers.

#### **4. Report of the SNCT Support Group Meetings 22 March, 28 April and 31 May 2022**

The Committee noted a report, which had been circulated in advance of the meeting, of the SNCT Support Group held on 22 March, 28 April and 31 May 2022. This report outlined the work undertaken.

#### **Reduction in Class Contact Time**

The Teachers' Side set out its position that the reduction in class contact time should be used to increase preparation and correction time as this would have the most direct and beneficial impact on teaching and learning, attainment and teachers' excessive workload burdens. Scottish Government and COSLA representatives were asked to consider their position on this further and as a priority. It was agreed that discussion would be continued through a meeting of the Joint Chairs. In advance of that meeting, Scottish Government and COSLA representatives were requested by the Teachers' Side Joint Secretary to make clear their positions on the allocations of time following the reduction in class contact time.

#### **5. Training for Job-Sizing Coordinators**

The Committee noted a report, which had been circulated in advance of the meeting. This report confirmed that the SNCT had provided training for Job-Sizing Coordinators for the first time since before the pandemic. The offer of training had been taken up by most local authorities and over 2 days, 31 August and 7 September 2022, 68 participants underwent training.

Arising from the report, the SNCT agreed the following.

- 5.1 The training team should be asked to review the training undertaken and to develop training materials to reflect potential changes from the Job-Sizing Review Group, once that Group has concluded its work.
- 5.2 The issues raised by participants through course evaluation and questions during the training session should be considered by the Job-Sizing Review Group.
- 5.3 The commitment to future training to be delivered jointly and at least on an annual basis.

## **6. Report from SNCT Job Sizing Review Group 23 June**

The Committee noted an oral update provided by Simon Cameron (Employers' Side Joint Secretary) and agreed that a further meeting of the group would be arranged following the deadline for return of information from Councils.

## **7. SNCT Circulars – For Homologation**

The following SNCT Circulars were approved for homologation.

- 7.1 SNCT/22/88 – Pay Agreement.
- 7.2 SNCT/22/89 – Covid-19 Related Absences.
- 7.3 SNCT/22/90 – Remote Schools Allowance.

On behalf of the Teachers' Side, Des Morris expressed regret regarding the lack of a formal SNCT review of the provisions of SNCT/22/89. The Committee agreed that the process of reviewing of the contents of future SNCT Circulars would be made explicit in advance of any agreement being reached.

## **8. SNCT Circular – For Approval**

The following SNCT Circulars were approved.

- 8.1 SNCT 22/91 - Withdrawal of Circulars COVID–19.

The Committee noted that this Circular withdraws the provisions contained within the following approved SNCT Circulars. These will remain in the SNCT archive and on the SNCT website for reference purposes but cease to have any effect.

SNCT/20/74	Coronavirus COVID-19
SNCT/20/75	SNCT School Closures Coronavirus (COVID-19)
SNCT/21/79	COVID19 Self Isolation During Annual Leave and Compensatory Days

In addition, the Committee noted that the following Circulars were specific and time limited and the provisions no longer apply. They also will remain in the SNCT archive and on the SNCT website for reference purposes but cease to have any effect.

SNCT/20/76	Arrangements for Reopening Schools August 2020
SNCT/21/84	COVID and Long COVID
SNCT/21/86	Temporary changes to fit notes and self-certification for illness
SNCT/22/87	Addendum to SNCT Circular SNCT 21/84 COVID19 and Long Covid

#### **9. Calendar of dates for Session 2022/2023**

**SNCT Meetings:**  
**(Meetings start at 2.00 pm)**                      Wednesday 22 February 2023 – Employers’ Side to Chair at Verity House (In person)

Wednesday 17 May 2023 (AGM) – Scottish Government to Chair at Moray Place (In person)

**SNCT Support Group:**  
**(Meetings start at 2.00 pm)**                      Thursday 17 November 2022 – Teams meeting

Thursday 23 March 2023 – Teams meeting

Thursday 25 May 2023 – Teams meeting

#### **10. AOCB:**

There were no other items of competent business at the meeting concluded at 2.53 pm.