

**MORAY PROTOCOL FOR CONSULTING WITH TEACHERS AND TEACHER TRADE UNIONS**

1. It is agreed that The Moray Council will consult with teachers and teacher trade unions outwith the negotiating requirements set out in the Framework Local Recognition and Procedure Agreement (FLRPA) as detailed below.
2. The Council and recognised unions jointly affirm their commitment to good industrial relations and affirm that this protocol supplements the FLRPA.
3. Within the LNCT, the Council shall provide information to the recognised unions and thereafter consult with them on the following (this list is illustrative not exhaustive)
  - Delivery of and changes to, or discontinuation of, any service related to education.
  - The number of schools or formation/discontinuation of schools.
  - The organisation of, and changes to, Educational Services management
  - The organisation of, and changes to, school management
  - The annual budget cycle including cost saving measures
  - All matters not otherwise set out in the FLRPA relating to recruitment, number of employees, employee turnover, redundancies, redeployment, reorganisation, transfer and retirement.
  - Other personnel matters
4. The LNCT shall publish the dates and agendas of its meetings and the minutes of its meetings on the Council Intranet.
5. All LNCT agreements will be placed on the SNCT website.