

Scottish Negotiating Committee for Teachers

Wednesday 25 June 2008

The Scottish Negotiating Committee for Teachers met on Wednesday 25 June 2008 in the Offices of COSLA, Rosebery House, 9 Haymarket Terrace, Edinburgh. Dougie Mackie was in the Chair.

- (1) Present: Employers' Side: Councillor Isabel Hutton
Councillor Gerry Dorrian
Councillor Doug Snell
- Scottish Government: Liz Hunter
Dougie Atkinson
Michael Kellet
- Teachers' Side: Eric Baillie (EIS)
Jack Barnett (EIS)
Aileen Barrie (EIS)
John Black (EIS)
Douglas Mackie (EIS)
Alan Munro (EIS) substitute
Pat Flanagan (EIS) substitute
Ronnie Smith (EIS)
Albert McKay (SSTA) substitute
John Crichton (SSTA) substitute
Jane Peckham (NASUWT) substitute
- Joint Secretaries: Joe Di Paola (Employers' Side)
Drew Morrice (Teachers' Side)
Stephanie Walsh (Scottish Government)
- In attendance: Tom Young (Employers' Side)
Andrew Morrison (Employers' Side Secretariat)
Tom Burnett (Employers' Side Adviser)
Murray Macfarlane (Employers' Side Adviser)
Ginny Thorburn (Employers' Side Adviser)
Fiona MacDonald (Scottish Government Secretariat)
Louise Wilson (Teachers' Side Secretariat)

Apologies had been received from M Ferries (EIS), M Anderson (EIS), H Connor (EIS), A Ballinger (SSTA), D Eaglesham (SSTA).

- (2) Previous Meeting:- The note of the previous meeting 13 December 2007 was agreed.

(3) AGM.-

- (a) Joint Chairs.- Dougie Mackie (Teachers' Side), Isabel Hutton (Employers' Side) and Liz Hunter (Scottish Government) were appointed Joint Chairs for 2008-2009.
- (b) Joint Secretaries.- Joe Di Paola (Employers' Side), Drew Morrice (Teachers' Side) and Stephanie Walsh (Scottish Government) were appointed Joint Secretaries for 2008-2009.
- (c) Membership of the SNCT.- The membership for 2008-2009 would be confirmed by the Joint Secretaries.
- (d) Auditors.- Condies, the auditors of COSLA were appointed SNCT auditors for 2008-2009.

(4) Joint Chairs' Meeting 18 June 2008.- Arising from a note of the Joint Chairs' meeting on 18 June 2008 it was agreed that Joint Secretaries would consider the administration of SNCT and review the appeals procedures subject to any procedural change being brought back to the SNCT.

(5) Reports of SNCT Working Groups.-

- (a) Oral reports were provided on the conditions of Service Working Group and on the Review of LNCTs Working Group.
- (b) Arising from the report on Conditions of Service the Teachers' Side accepted the difficulty in progressing a detailed policy on sabbaticals but stated that the Teachers' Side would return to pursue this aspiration at a future meeting.
- (c) Following the report on the Review of LNCTs Liz Hunter, on behalf of Scottish Government, stated that a number of Directors of Education had discussed whether A Curriculum for Excellence should become a standing item on LNCT agendas.

(6) Career Breaks.- After an updated draft had been tabled the careers' breaks policy was approved subject to minor amendments being incorporated by the Joint Secretaries and a circular and Handbook insert being finalised.

(7) Annual Leave Arrangements and Hours of work – Educational Psychologists and Quality Improvement Officers.-

- (a) The Employers' Side Joint Secretary set out an offer from COSLA that the relevant groups would move to 35 hours weekly from 1 August 2008 and to 40 days annual leave from 1 January 2009.
- (b) In response the Teachers' Side Secretary sought to defer the proposal by 1 year to obtain personal protection for staff who enjoyed 41 or 42 days annual leave and who had a 35 hour working week.

- (c) The Teachers' Side also questioned the reliability of current information and in these circumstances it was agreed to continue discussions to a future meeting.

(8) SNCT Appeals.-

- (a) The outcome of 3 appeals was noted.

(9) Chartered Teacher Review.-

- (a) Following consideration of a letter from Scottish Government following an announcement by the Cabinet Secretary relating to the recommendations of the Chartered Teacher Review Group it was agreed to set up a new SNCT Working Group to deal with this matter.
- (b) The Group would comprise representatives of Scottish Government, 3 representatives of the Employers' Side and 3 representatives of the Teachers' Side and would establish its own remit and work pattern.

(10) AOCB.-

- (a) Circulars.- The SNCT homologated the following circulars:
 - (i) SNCT/07/02 – Allowances for Teachers in Remote Schools.
 - (ii) SNCT/07/03 – Supplemental Pay Increase from SNCT/33.
 - (iii) SNCT/07/04 – Pay Agreement 2008-2011.
 - (iv) SNCT/08/05 – Residential Special Schools and Distant Islands Allowance.
 - (v) SNCT/08/06 – Allowance for Teachers in Remote Schools.
- (b) SNCT Away Day.- It was agreed to hold an Away Day on 30 September and 1 October 2008.
- (c) Malcolm Maciver.- The Chair paid tribute to the contribution of Malcolm Maciver who had stepped down as Teachers' Side Convener after 11 years with SNCT and the predecessor body SJNC.