

Scottish Negotiating Committee for Teachers

Wednesday 28 January 2009

The Scottish Negotiating Committee for Teachers met on Wednesday 28 January 2009 in the Offices of COSLA, Rosebery House, 9 Haymarket Terrace, Edinburgh. Isabel Hutton was in the Chair.

- (1) Present – Employers’ Side: Councillor Isabel Hutton (Joint Chair)
Councillor John Hampton
Councillor Martin Kitts-Hayes
Councillor Doug Snell
- Scottish Government: Colin Maclean (Joint Chair)
Dougie Atkinson
Michael Kellet
- Teachers’ Side: Dougie Mackie (EIS, Joint Chair)
Maggie Anderson (EIS)
Eric Baillie (EIS)
Jack Barnett (EIS)
Aileen Barrie (EIS)
Helen Connor (EIS) substitute
May Ferries (EIS)
Ronnie Smith (EIS)
Ann Ballinger (SSTA) substitute
Alan Taylor (SSTA)
Jane Peckham (NASUWT)
- Joint Secretaries: Joe Di Paola (Employers’ Side)
Drew Morrice (Teachers’ Side)
Stephanie Walsh (Scottish Government)
- In attendance: Andrew Morrison (Employers’ Side Secretariat)
Ginny Thorburn (Employers’ Side Adviser)
Angela Wilson (Employers’ Side Adviser)
Fiona MacDonald (Scottish Government Secretariat)
Louise Wilson (Teachers’ Side Secretariat)
Tara Lillis (NASUWT Observer)

Apologies had been received from Councillor Gerry Dorian (COSLA), Councillor Robert McGill (COSLA), Councillor Tom McKeown (COSLA), Councillor Elizabeth Riches (COSLA), Murray Macfarlane (COSLA Adviser), Pam Nesbitt (COSLA Adviser) and John Black (EIS).

- (2) Welcome – The Chair welcomed Colin Maclean (Scottish Government Joint Chair) to his first meeting. She also intimated two recent changes in representation – Pam Nesbitt replaces Tom Burnett as COSLA's AHDS Adviser, while Jim Docherty replaces David Eaglesham as SSTA representative.
- (3) Previous Meeting – The note of the previous meeting on 25 June 2008 was agreed, subject to the following change to paragraph 5(c): "...Directors of Education had *discussed whether* A Curriculum for Excellence should become a standing item on LNCT agendas."
- (4) Joint Chairs' Meeting – The note of the Joint Chairs' meeting on 14 January 2009 was agreed.
- (5) Reports of SNCT Working Groups:
 - (a) The Report of the Conditions of Service Working Group was agreed subject to the last line in the paragraph on Accelerated Incremental Progression being changed to read "...the Working Group will consider improvements to *guidance about* this provision."
 - (b) The Report of the Review of LNCTs Working Group and the Chartered Teacher Working Group were both agreed.
- (6) Job Sizing Training Proposal – The proposal for a national training scheme for job sizing co-ordinators was approved subject to it being amended to state that the training should be for both existing and new co-ordinators.
- (7) Annual Leave Arrangements for Educational Psychologists and Quality Improvement Officers:
 - (a) Annual leave arrangements for Educational Psychologists and Quality Improvement Officers were agreed by the SNCT, effective from the start of each council's leave year in 2009. These can be summarised as follows:
 - (i) Employees with five or more years' service with Scottish Councils, in whatever capacity, to have an entitlement to 40 days annual leave.
 - (ii) Employees with less than five years' service to have an entitlement to 35 days annual leave.
 - (iii) Current employees who enjoy more than 40 or 35 days respectively, to be entitled to 3 years' conservation of current holiday entitlement.

- (b) While agreeing to the changes, the Teachers' Side expressed disappointment that agreement could not be reached on lifetime protection for Educational Psychologists and Quality Improvement Officers.
 - (c) A circular detailing changes in relation to annual leave – as well as agreement previously reached concerning a 35 hour week for the same staff, effective from 1 August 2009 – will be issued in due course.
- (8) SNCT Appeals – The outcomes of four appeals were noted. A minor amendment was highlighted in relation to SNCT/AP/10 ID v Fife Council – Eric Baillie rather than Dougie Mackie was the Teachers' Side member of the Appeals Panel on that occasion.
- (9) SNCT Circulars – The following circulars were homologated:
- (a) SNCT 08/07 Career Breaks
 - (b) SNCT 09/01 Distant Islands Allowance
- (10) Teacher Employment Working Group – The Report of this Group was noted.
- (11) SNCT Away Day – The Report of the Away Day was noted. The Joint Chairs commented on the positive relationships that were reflected in the event and expressed a desire to see that level of cooperation continuing into the future.
- (12) GTCS Memorandum of Understanding – The SNCT noted correspondence between the GTCS and the SNCT Joint Secretaries in relation to the creation of a Memorandum of Understanding between the two bodies. Members were informed that a scoping meeting would take place in relation to this in early March.
- (13) Date of Next Meeting – The SNCT AGM will take place on Wednesday 27 May 2009.