

## **Scottish Negotiating Committee for Teachers**

**Wednesday 19 January 2011**

The Scottish Negotiating Committee for Teachers met on Wednesday 19 January 2011 in the Offices of the EIS, 46 Moray Place, Edinburgh. Dougie Mackie was in the Chair.

(1) Present - Employers' Side: Councillor Michael Cook  
Councillor Gerry Dorrian  
Councillor Martin Kitts-Hayes  
Councillor Robert McGill  
Councillor Doug Snell

Scottish Government: Colin MacLean  
Julie Humphreys  
David Cowan

Teachers' Side: Maggie Anderson (EIS)  
Eric Baillie (EIS)  
Aileen Barrie (EIS) (Substitute)  
Helen Connor (EIS)  
Robin Irvine (EIS)  
Douglas Mackie (EIS)  
Ronald Smith (EIS)  
Tom Tracey (EIS) (Substitute)  
Jim Docherty (SSTA)  
Alan Taylor (SSTA)  
Jane Peckham (NASUWT)

In attendance: Andrew Morrison (COSLA Secretariat)  
Tom Young (Joint Secretary, COSLA)  
Ellen Doherty (COSLA Adviser)  
Kristine Johnson (COSLA Adviser)  
Murray Macfarlane (COSLA Adviser)  
Laura Simpson (COSLA Adviser)  
Andrew Sutherland (COSLA)  
Stephanie Walsh (Joint Secretary,  
Scottish Government)  
Louise Wilson (Teachers Side  
Secretariat)  
Drew Morrice (Joint Secretary,  
Teachers' Side)

Apologies had been received from Councillor Isabel Hutton, Jack Barnett (EIS) and Pat Flanagan (EIS).

Dougie Mackie paid tribute to the work of Michael Kellet (Scottish Government) in the SNCT and welcomed Julie Humphreys and Councillor Michael Cook to the Committee.

(2) Reports from SNCT Working Groups

- (a) A written report from Working Groups Conditions of Service and Review of LNCTs was noted.
- (b) It was noted that the Conditions of Service Working Group had also considered the issue of paternity leave and an early decision was required to ensure the SNCT was compliant with statutory provision.

(3) Headteacher Recruitment and Retention

- (a) A written report from the Joint Secretaries was noted.
- (b) This report advised against revisiting Job Sizing and suggested that the workload of senior promoted staff can be addressed in the Review of LNCTs Working Group.

(4) SNCT Circulars to be Homologated

- (a) The Committee homologated the following circulars: SNCT 10/19, Handbook Corrections in Relation to Family Leave and SNCT 10/20 Job Sizing of Promoted Posts.
- (b) The Committee noted that job sizing training had been completed with the exception of one group which had been rearranged after the scheduled meeting was postponed due to adverse weather.
- (c) The Committee expressed its thanks to Norrie McKay (North Lanarkshire Council) and Eileen Morrison (Moray Council) for leading the training.

(5) Draft Circular, Remote Schools Allowance

- (a) Following considering of Draft Circular SNCT 10/21 Remote Schools Allowance it was agreed that the Joint Secretaries should check the appropriate index and issue the Circular.
- (b) It was agreed to consider using a different approach to uprating the allowance following the decision of the UK Government to discontinue the Average Earnings Index.

(6) Pay Negotiations

- (a) On behalf of the Teachers' Side Dougie Mackie tabled the following proposal:
  - (i) the commitment of all sides of the SNCT to the remit set out in the Constitution of the SNCT viz:

- *to create a salaries and conditions of service structure that contributes to a highly motivated teaching profession and underpins the delivery of a quality education service;*
- *to ensure that the outcome of negotiations secures, and maintains appropriate levels of remuneration for the profession to enhance professional status;*
- *to ensure that salaries and conditions of service reflect professional status, including the commissioning from time to time of research on the comparative external position in order to inform its deliberations.*

(ii) a pay settlement which is consistent with that remit.

- (b) The position of the Employers' Side had been communicated to the Teachers' Side prior to the meeting and Councillor Michael Cook set out the proposal in the agreement between Scottish Government and COSLA to seek a two year pay freeze and that any agreement should be both affordable and sustainable.
- (c) After Colin MacLean on behalf of Scottish Government agreed with the approach on pay both Scottish Government and the Employers' Side set out the package of proposals to secure £60m of savings.
- (d) It was agreed that discussions would continue through the Extended Joint Chairs mechanism.

(7) AOCB.- There was no other competent business.