

Update on SNCT Working Groups 30 September 2014

Conditions of Service Working Group

This Group has been considering pay and leave arrangements. There are two strands in this work. Firstly, the Working Group has been looking at bringing together the pay and leave year, in each Council at the start of the school session. Further, there are issues in relation to the daily rate of pay, particularly in relation to maternity and sick pay. The second strand is to develop a pay model designed to minimise difficulties in pay arising from sick pay or maternity leave or when teachers move between Councils. This is ongoing work but the Teachers' Side has agreed a leave and pay year based on each Council's school year subject to balance of leave issues being addressed in any final agreement.

The Working Group has also looked at impending changes to Family Leave arising from legislation on Shared Parental Leave. This is likely to be very complicated and the Joint Secretaries will take forward this work and will require some specialist HR and legal input.

The Working Group also considered certain comments from GTCS on the Handbook revisions, SNCT provisions on practical class sizes arising from new qualifications and the pay arrangements of former APT/ST, set out in draft Joint Secretaries advice (JS/14/50).

Report on the Review of LNCTs Working Group

The Review of LNCTs Working Group met on 23 September 2014 and discussed the following matters.

- i. **SNCT Website** – The SNCT website will go live week commencing 29 September 2014. There will be a mobile version for users who wished to access the site via a smartphone or tablet.
- ii. **Conservation** – The Working Group considered responses from 30 Scottish Councils. There is some concern at the level of discussion in some Councils and that some councils may not be utilising the full range of opportunities to minimise costs in relation to conservation. The Group will pursue this and report back to the January 2015 meeting of the SNCT.

Teacher Workload – The Working Group considered examples of guidance from LNCTs relating to issues generating workload and agreed that some examples of guidance should be placed on the SNCT website as exemplars of good practice. The Group will be seeking updates from all local authorities regarding progress on the recommendations from the Tackling Bureaucracy working group report and will liaise with the secretariat of that group so as to minimise duplication of effort.

- iii. **Pay Agreement 2013-2015** – The Working Group has a role to monitor the implementation of the 2013-15 pay agreement and will continue discussion on this matter at its next meeting.

Report on the Supply Teachers Review Group

At the May meeting of SNCT members were approved the remit, membership and meeting timetable of this group. The group has met three times and has agreed to work with eight authorities in an attempt to try to identify underlying issues in relation to supply.

The authorities involved in this work are Aberdeen, East Lothian, Glasgow, Highland, Argyle and Bute, Aberdeenshire, North Lanarkshire and West Dunbartonshire. Over the summer period these authorities were asked to complete a detailed questionnaire including questions about the extent of the problem, the management and organisation of supply lists/pools, barriers faced by authorities, recruitment practice and working with other authorities. The findings of these questionnaires were considered at the group's meeting on 22nd September.

Information was also sought from the City of Edinburgh Council on their use of an agency for supply and South Lanarkshire Council in relation to their pilot absence cover scheme. Views were also sought from School Leaders Scotland, the Association of Heads and Deputies and Education Scotland.

As expected, there are a range of factors that impact on supply shortages. To further understand the interaction between these factors authorities are coming together on 10 October to discuss further.

The group also agreed to engage with the GTCS, parents and supply teachers.

The group will continue to meet monthly and a final report will be brought to the January meeting of the SNCT.