

## Update on SNCT Working Groups 9 March 2015

### Conditions of Service

The Conditions of Service Working Group has approved a revised Family Leave section for the SNCT Handbook (Part 2, Section 7). This is principally to address the introduction of Shared Parental Leave from April 2015. However, there are also implications for current provision on Paternity Leave which have been addressed and a previous agreement on surrogacy leave has been built into the revision. The Conditions of Service Working Group asked the Joint Secretaries to prepare some paperwork to assist Councils to manage requests.

The Working Group also agreed to look at working relating to continuous service when teachers and associated professionals move Councils during qualifying service for maternity pay. The Council cannot recoup Statutory Maternity Pay (SMP) from DWP unless there is qualifying service. The individual would still be entitled to receive maternity allowance (MA).

The Conditions of Service Working Group has reached agreement, subject to further drafting on pay specification, including

- (i) aligning the pay year and leave year to commence at the start of the academic session in each Council area.
- (ii) paying new starts on a 1/24 basis in August, followed by 11 monthly payments and 1/24 in the following August
- (iii) reverting to 1/365 calculation for the purposes of maternity and sick leave.

It was noted that the employers' side would discuss the pay specification with payroll providers and that a meeting would be organised with SPPA before finalising the specification and introducing Handbook changes.

Finally, the Working Group noted the Report of the Supply Teachers Working Group and was advised of a dialogue between the ADES Personnel Group and SEEMIS on an internet booking system and of Joint Secretaries arrangements to meet GTCS, Disclosure Scotland and SEEMIS.

## **Review of LNCTs Working Group**

The Group has been considering the issue of teacher workload. A number of examples have been placed on the SNCT website. The Group also received copies of the responses from all Scotland's Councils submitted to the Tackling Bureaucracy group. The Group agreed to seek copies of certain of the documents referred to in Council response to place on the SNCT website.

The Group has been working on issues arising at the end of lifetime conservation and steps taken at Council level to address this. It was agreed that a further report would be sought from all Councils.

The Working Group also agreed to write to all Councils to ascertain how the 2013-15 Pay and Conditions Agreement was working in practice.

Finally, the Working Group agreed that LNCTs would be reminded to update local agreements through the revamped SNCT website.