

Scottish Negotiating Committee for Teachers
Monday 9 March 2015

The Scottish Negotiating Committee for Teachers met on 9 March 2015 in the Offices of COSLA, 19 Haymarket Yards, Edinburgh. Tom Tracey (Teachers' Side) was in the Chair.

Present: Employers' Side Councillor Billy Hendry (Joint Chair)
 Councillor Isobel Davidson
 Councillor John Hampton

 Scottish Chris Graham
 Government Clare Hicks (Joint Chair)
 Rachel Sunderland

 Teachers' Side Tom Tracey (EIS) (Joint Chair)
 Steven Caniffi (EIS)
 Tommy Castles (EIS)
 Ricky Cullen (EIS)
 John Dennis (EIS) (Substitute)
 Larry Flanagan (EIS)
 Phil Jackson (EIS)
 Jayne Rowe (EIS)
 Fiona Dalziel (SSTA)
 Euan Duncan (SSTA)
 Jane Peckham (NASUWT)

In attendance Hayley Wotherspoon (Employers' Side Secretariat)
 Tom Young (Joint Secretary, Employers' Side)
 Sharon Faulkner (Employers' Side Adviser)
 Kristine Johnson (Employers' Side Adviser)
 Fiona MacDonald (Scottish Government Secretariat)
 Stephanie Walsh (Joint Secretary, Scottish Government)
 Drew Morrice (Joint Secretary, Teachers' Side)
 Dave McGinty (Teachers' Side Secretariat)
 Peter McAvoy (Employers' Side Adviser)

Apologies had been received from Helen Connor (EIS) and Douglas Chapman (Employers' Side).

1. Minute of the SNCT held on 30 September 2014

The Minute of the meeting of the SNCT held on 30 September 2014 was approved as a correct record. There was no business arising.

2. Extended Joint Chairs Meetings

The meeting noted an oral report on the progress of pay discussions through the Extended Joint Chairs mechanism. There have been a total of 5 meetings of the group and discussions are continuing. The next meeting is scheduled for Tuesday 17 March 2015. Tom Tracey outlined a response from the Teachers' Panel to an offer from the Employers' Side dated 3 March 2015.

3. Report of Conditions of Service Working Group 26 February 2015

The meeting noted a written report on the work of the group which had been circulated in advance of the meeting. 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. The Working Group also agreed to look at an issue relating to continuous service when teachers and associated professionals move Councils during qualifying service for maternity pay. The Teachers' Side noted and welcomed the significant progress that had been made in aligning the pay year and leave year to commence at the start of the academic session in each Council area. The SNCT agreed that a meeting would be organised with SPPA before finalising the specification and promulgating Handbook changes.

4. Report on Review of LNCTs Working Group 15 January 2015

The meeting noted a written report on the work of the group which had been circulated in advance of the meeting under the following headings:

- SNCT Website: LNCTs have been asked to review their current local agreements and to update the SNCT website.
- Conservation of Salaries: The Working Group agreed to ask Councils to provide a further update on the number of employees facing a potential drop in salary on 1 April 2016 arising from the removal of lifetime conservation.
- Teacher Workload: The Working Group agreed to put general guidance on the SNCT website and to approach specific Councils for certain documents for further consideration by the Group and publication on the SNCT website.

5. SNCT Joint Secretaries' Letters

The meeting noted the following letters of advice from the Joint Secretaries.

- (i) JS 14/50 – Shared Parental Leave
- (ii) JS 15/51 – SNCT Website
- (iii) JS 15/52 – Report of the Supply Teachers Review Group

6. SNCT Circulars

The meeting homologated the contents of the following SNCT Circulars which have now been issued.

- (i) SNCT 14/49 - Practical Class Size Subjects. The Teachers' Side intimated that it may wish to revisit this item at a future
- (ii) SNCT 14/50 – Distant Islands Allowance
- (iii) SNCT 14/51 – Allowances for Teachers in Remote Schools

(7) SNCT Circular for agreement

- (i) SNCT 15/52 - Family Leave

The meeting agreed the following circular with the following amendment. In the fifth line in paragraph 7.4.1 delete "side" and insert "gender". With this change, the meeting authorised its circulation.

(8) AOCB

- (i) The Teachers' Side agreed to submit in writing its response to the latest pay offer from the Employers' Side.
- (ii) The Committee noted that Job-Sizing training would occur on Monday 23 March 2015 in the Offices of COSLA, Verity House, Edinburgh on a shared funding basis.

(9) Next Meeting

The Committee agreed that it would next meet on Thursday 28 May 2015 in the Offices of COSLA, Verity House, 19 Haymarket Yards, Edinburgh at 2.00 pm.

There being no further items of business Tom Tracey closed the meeting.