

Scottish Negotiating Committee for Teachers

Monday 16 May 2016

The SNCT met on 16 May 2016 in the offices of COSLA, Verity House, Haymarket Yards, Edinburgh. Cllr Billy Henry (Employers' Side) was in the Chair.

Present:	Employers' Side	Councillor Billy Hendry (Joint Chair) Councillor Alison Evison Councillor John Hampton Councillor Margaret Toner
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	Scottish Government	Claire Hicks (Joint Chair) Stuart Robb David Roy
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	Teachers' Side	Tom Tracey (EIS) (Joint Chair) Aileen Barrie (EIS) Gillian Carlin-Kulwicki (EIS) Tommy Castles (EIS) Ricky Cullen (EIS) Larry Flanagan (EIS) Alan Munro (EIS) David Smith (EIS) Jennifer Barnes (VOICE) Catherine Nicol (SSTA) Fiona Dalziel (SSTA) Jane Peckham (NASUWT)
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In attendance	Adam Stewart (COSLA Secretariat) Tom Young (Employers' Side, Joint Secretary) Mary Arthur (Employers' Side, Adviser) Sharon Faulkner (Employers' Side, Adviser) Kevin Funnell (Employers' Side Adviser) Stephanie Walsh (Joint Secretary, Scottish Government) Fiona MacDonald (Scottish Government Secretariat) Drew Morrice (Joint Secretary, Teachers' Side)
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Apologies had been received from Councillor Martin Rhodes, Councillor Chorrie McChord, Councillor Stephanie Primrose, Kristine Johnson (Employers' Side Adviser), Tracey Gillespie (Employers' Side Adviser), Zoe Thomson (Employers' Side, Adviser), and Dave McGinty (Teachers' Side Secretariat).

The Teachers' Side Chair paid tribute to James Forbes following his recent passing. He also thanked Eileen Barry for her hard work over the years and wished her well in her retirement.

1 Minute of the Meeting, 26 February 2016

The minute of the meeting of 26 February 2016 was agreed as a correct record.

2 Matters Arising

There were no matters arising from the previous meeting other than business provided for on the agenda.

3 SNCT AGM

The meeting began with the SNCT AGM and each side confirmed their Joint Chair and Joint Secretary for 2016/17 as follows:

Scottish Government – Joint Chair: Claire Hicks

Joint Secretary: Stephanie Walsh

Employers' Side – Joint Chair: Cllr Billy Hendry

Joint Secretary: Tom Young

Teachers' Side – Joint Chair: Tom Tracey

Joint Secretary: Drew Morrice

Following these appointments, each side agreed to notify their full membership to the Joint Secretaries.

4 Supply Teaching Work Group Recommendations: Web Based Booking System

The Committee considered a written report by the Joint Secretaries which had been circulated in advance of the meeting.

Following discussion, the Committee

- (i) Noted the appetite within the SNCT and local authorities for its development as part of the wider suite of actions agreed in relation to the management of supply;
- (ii) Noted the activities undertaken to date to develop a specification for the system, and to explore how this might be delivered through software providers;
- (iii) Noted the parallel discussions regarding the development of a 'lead authority' disclosure check model taking place in support of this approach;

- (iv) Remitted the Joint Secretaries to provide an progress report through the SNCT Support Group regarding the remaining recommendations of SNCT Supply Working Group;
- (v) Agreed to proceed with the terms of the pilot proposed by Lumesse.

5 Pay and Leave Specification for Teachers: Progress Report

The Committee considered an overview of the work that has been undertaken to date to develop and prepare for a revised pay and leave specification for teachers, and next steps towards implementation in August 2017.

Arising from the report the Committee

- (i) Noted the revised Pay and Leave Specification and the steps being undertaken to ensure that local authorities, payroll providers, and other stakeholders are able to implement the specification from August 2017;
- (ii) Agreed that the Joint Secretaries make plans to contact all local authorities requesting information on timescales and any resource issues associated with integrating the specification into payroll systems;
- (iii) Remitted the Joint Secretaries, working with advisers as appropriate, to address any remaining elements of the specification in order to bring forward a final version to the SNCT;
- (iv) Agreed that local authorities, where there is local agreement to do so, can begin to adopt the revised specification on a manual basis prior to August 2017, subject to their commitment to address any transition issues that arise.

6 SNCT Circulars for Homologation

The Committee agreed the following circular:

- (i) SNCT 16/55 Distant Islands Allowance

7 Joint Secretaries' Letters to Note

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

- (i) JS/16/64 Changes to Handbook of Conditions of Service – Family Leave

- (ii) JS/16/65 Pay and Conditions Agreement 2011- Conservation Arrangements

8 Employee Wellbeing and Attendance: Draft Remit and Membership

The Committee considered a written report setting out a draft remit and membership for a new SNCT Sub Group to explore employee attendance and wellbeing.

The Committee

- (i) Agreed the membership as follows
- Employers' Side: 6 places
 - Teachers' Side: 6 places
 - Scottish Government: 2 places
- (ii) Agreed the remit as set out in the paper, with the additional provision that this should reference 'teachers and associated professionals' .

9 The position of Teachers on the Chartered Teacher Pay Spine who are appointed to teaching posts in other Council areas

The Committee received an oral update from the Teachers' Side setting out the legal advice that they had procured in relation to this issue. The Employers' Side agreed to seek further advice in pursuit of this matter and to report its position to the next meeting of the Committee.

10 AOCB

The Teachers Side tabled a request seeking a review of practical class sizes as set out in Appendix 2.9 of Part 2 in the Handbook. The Employers and Scottish Government Sides acknowledged the request and it was agreed that the matter would be remitted to the SNCT Support Group for initial discussion.

In response to an issues raised by the Teachers Side in relation to Named Person Legislation, it was agreed that the Joint Secretaries would issue a letter of advice to LNCTs in relation to the impact of the legislation on job descriptions. It was further agreed that any Job Sizing implications of the legislation would be addressed through the SNCT Support Group.

The Joint Secretaries also agreed to issue a survey of all LNCTs to monitor progress at Council and school level to address teacher workload further to SNCT/15/54 and the principles set out in Appendix 2.18 of the Handbook. An overview of responses would be shared with the SNCT in October.

11 Proposed SNCT Calendar 2016/17

The Committee agreed the draft calendar of future meetings of the full Committee and Support Group throughout the next year.

SNCT Meetings:

Wednesday 5 October 2016 – Moray Place
Thursday 23 February 2017 – Moray Place
Monday 22 May 2017 (AGM) – Verity House

SNCT Support Group Meetings:

Wednesday 14 September 2016 – Victoria Quay
Thursday 2 February 2017 – Moray Place
Friday 5 May 2017 – Verity House