

Report of the SNCT Support Group 30 May 2019

Meeting of the SNCT Support Group took place on 19 June 2018, 25 September 2018 and 26 March 2019. The SNCT Support Group meets as required between meetings of the SNCT. The main actions items are noted below for the full SNCT.

19 June 2018

- 1. Salary Conservation:** The SNCT Support Group approved the revised SNCT Handbook changes and the accompanying SNCT Circular (SNCT 18/63) produced by the Joint Secretaries.
- 2. Pay and Leave Specification:** The Group approved the final draft of the National Pay and Leave Specification (SNCT Handbook New Appendix 2.19.), the accompanying SNCT Circular (SNCT 18/64) and a list of Frequently Asked Questions for inclusion on the SNCT website. The National Pay and Leave Specification identifies the agreed SNCT position for various scenarios and must be used by all Scottish councils with effect from 1st August 2018. From that date, the Joint Secretaries will use this specification as the means to determine any disputes regarding pay calculations.
- 3. Reckonable Service in relation to time spent on the Induction Scheme:** The Group agreed that probationary periods can be counted as continuous service in family leave calculations only. The Group approved the revised SNCT Handbook change in 7.1.2 and the accompanying SNCT Circular (SNCT 18/65) produced by the Joint Secretaries.
- 4. Supply Teachers Portal - Update:** The Group noted that Perth and Kinross, Dundee and Angus Councils have agreed to establish a pilot to take place after the Summer holidays. Further information on the roll-out will be only available after the pilot and a further evaluation of the process.
- 5. Family Leave:** The Group agreed that where paternity leave is before and during a period of annual leave or school closure period, the paternity leave comes first and the whole period of annual leave and any unpaid leave follows. The Group approved the revised SNCT Handbook change in 7.6.9 and the accompanying SNCT Circular (SNCT 18/66) produced by the Joint Secretaries.
- 6. Short-Term Supply Teachers:** The Group confirmed that the rate of pay will be the incremental point on the Main Grade Scale for which the teacher qualifies in accordance with paragraphs 1.19 to 1.26 of the SNCT Handbook. In order to effect this change, the Group approved the revised SNCT Handbook changes in 1.5 to 1.7 and the accompanying SNCT Circular (SNCT 18/67) produced by the Joint Secretaries.

25 September 2019

1. **New training arrangements for Educational Psychologists:** The Group noted that, arising from the new arrangements for training Educational Psychologists, the post of Probationer Educational Psychologist will no longer exist after 1 September 2021. At this time, an educational psychologist should be placed on Point 1 of the salary scale. Powers were given to the Joint Secretaries to circulate a letter on this to holders of the SNCT Handbook advising that existing probationer educational psychologists have until that time to complete their probationary period and obtain full registration by the Health and Care Professions Council (HCPC).
2. **Supply Portal Update:** It was reported to the Group that The General Data Protection Regulation (GDPR) was causing certain problems in the pilot Councils with regard to the sharing of personal data.

26 March 2019

1. **Review of Secondary School Subjects:** The Teachers' Side requested that the Group conduct a review of secondary subjects with a view to extending the subjects recognised as practical classes. Following discussion, the Group agreed to consider the list of practical class subjects outlined in Appendix 2.9 of the SNCT Handbook at the next meeting of the SNCT Support Group.
2. **Holy Days: Paid Leave:** The Teachers' Side requested that the Group consider giving a number of days paid leave to teachers and associated professionals who were members of faiths other than Christianity on their faiths' Holy Days. The employers' representatives responded by saying that this matter should be dealt with under "other leave and absence arrangements/special leave arrangements" and determined at a local level following discussion at the LNCT.
3. **Job-Sizing Update:** The Group agreed that a sub-group comprising Louise Wilson, Kenneth McNamara, Drew Morrice and Murray MacLeod would meet to go through job-sizing guidance/FAQs and training materials to provide updates and improvements. The timescale would be to have something for SNCT at end of session and for issue/implementation by the beginning of the new session.