

## **SCOTTISH NEGOTIATING COMMITTEE FOR TEACHERS**

**Thursday 30 May 2019**

**The SNCT met on Thursday 30 May 2019 in the Offices of the EIS, 46 Moray Place, Edinburgh. Des Morris (Teachers' Side) was in the chair.**

Present:	Employers' Side	Councillor Gail Macgregor (Joint Chair) Councillor David Dodds Councillor Kevin Keenan
	Scottish Government	Clare Hicks (Joint Chair) Stuart Robb David Roy
	Teachers' Side	Mick Dolan (EIS) Nicola Fisher (EIS) Andrew Fullwood (EIS) (Sub) Paula McEwan (EIS) Des Morris (EIS) (Joint Chair) Susan Quinn (EIS) Alison Thornton (EIS) Fiona Dalziel (SSTA) Catherine Nicol (SSTA) Seamus Searson (SSTA) Jane Peckham (NASUWT)
	In attendance	Tom Young (Employers' Side Joint Secretary) Debbie Walls (Employers' Side Secretariat) Mary Arthur (Employers' Side Adviser) Louise Wilson (Teachers' Side Joint Secretary) Dave McGinty (Teachers' Side Secretariat) Angela Felvus (Scottish Government, Secretariat)

Apologies had been received from Allan Crosbie (EIS), Kenny Fella (EIS), Larry Flanagan (EIS), Fiona Macdonald (Scottish Government, Secretariat) and Stephanie Walsh (Scottish Government, Joint Secretary).

### **1. Career Pathways Final Report**

Des Morris invited Moyra Boland, Independent Chair of the Career Pathways Panel and Deputy Head of the School of Education, University of Glasgow to present her final report to the SNCT. The key findings of the report were summarised and a question and answer session followed. Thereafter, a general discussion took place surrounding the themes and issues identified in the report. Des Morris thanked Moyra Boland for attending the SNCT and for giving her presentation. On behalf of the Scottish Government, Clare Hicks thanked her personally for her efforts and paid tribute to her contribution in producing this important piece of work.

## **2. Minute of the previous meeting 31 May 2018**

The minute of the previous meeting was agreed as a correct record.

## **3. Matters Arising**

There were no matters arising from the previous minute.

## **4. Minute of the special meeting 25 April 2019**

The minute of the special meeting was agreed as a correct record.

## **5. Matters Arising**

5.1 The Teachers' Side welcomed the commitment from the Employers' Side that the pay award would be implemented as quickly as possible but highlighted that there was variance across the Councils. Cllr Macgregor responded by stating that all Councils wanted to make the payments soon as practicable and that most staff affected should receive their payments by the end of June 2019.

## **6. SNCT Support Group Report**

6.1 The Committee noted a report from the Support Group from its meetings held on 19 June 2018, 25 September 2018 and 26 March 2019.

6.2 The report provided an update on the work being undertaken by the SNCT Support Group and it was noted that the next meeting would be held on 18 June 2019 at EIS Headquarters.

## **7. SNCT Annual General Meeting 2018**

7.1 Each side confirmed its Joint Chair and Joint Secretary for 2019/20 as follows:

Scottish Government	Joint Chair: Clare Hicks
	Joint Secretary: Stephanie Walsh
Employers' Side	Joint Chair: Cllr Gail Macgregor
	Joint Secretary: Tom Young
Teachers' Side	Joint Chair: Des Morris
	Joint Secretary: Louise Wilson

- 7.2 Following these appointments, each side agreed to notify its full membership to the Joint Secretaries.

## **8. SNCT Circulars – for homologation**

8.1 The following SNCT Circulars were approved for homologation.

- (i) SNCT 18/62 - Distant Islands Allowance.
- (ii) SNCT/18/63 - Conservation Arrangements: Changes to the SNCT Handbook (2018).
- (iii) SNCT/18/64 - National Pay and Leave Specification.
- (iv) SNCT/18/65 - Reckonable service for Family Leave calculations in relation to probationary periods.
- (v) SNCT/18/66 - Changes to SNCT Handbook of Conditions of Service - Family Leave.
- (vi) SNCT/18/67 - Payment of Short-Term Supply Teachers.
- (vii) SNCT/18/68 - Allowances for Teachers in Remote Schools.
- (viii) SNCT/19/69 - Distant Islands Allowance.

## **9. SNCT Circular – for approval**

10.1 The following SNCT Circular was approved.

- (i) SNCT/19/71 - Allowances for Teachers in Remote Schools.

## **10. Joint Secretaries' Letters to Note**

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

- (i) JS/18/73 SNCT Pay and Leave Specification  
Frequently Asked Questions – FAQ
- (ii) JS/19/74 Payment and Placement of Educational Psychologists  
on the Pay Scale.

## **11. Career Pathways**

11.1 The Teachers' Side raised with the Scottish Government issues surrounding the timescale for implementation and how this initiative would be resourced. These issues were noted meantime.

- 11.2 The report was remitted to the Joint Secretaries who were given powers to produce initial advice to the Joint Chairs on a mechanism whereby certain issues identified in the report could be taken forward by the SNCT.

## **12. Job Sizing Update**

- 12.1 The meeting agreed a written report from the Teachers' Side Joint Secretary which had been circulated in advance of the meeting. This report updated terminology and improved both the clarity and consistency of language relating to job sizing.
- 12.2 The report also updated and improved the current guidance on job sizing and identified areas for the SNCT to consider when undertaking a more in-depth review. The revised Job Sizing Questionnaire and Notes of Guidance (Part 2: Appendix 2.2, Annex A, Job Sizing) was agreed.

## **13. Pay Agreement – Other Factors**

- 13.1 SNCT Circular 19/70 - SNCT Pay Agreement 2018 to 2021 also covered a range of other factors designed to address teacher workload and to aid recruitment and retention in the teaching profession. Following discussion, it was agreed to refer these matters to the SNCT Support Group in the first instance.

## **14. Code of Practice on the headteacher role in the selection and appointment of staff in schools**

- 14.1 The meeting noted the contents of the final draft of the Code of Practice on the headteacher role in the selection and appointment of staff in schools. Each organisation agreed to refer the item to its main decision-making body and report back at the next meeting of the SNCT.

## **15. Calendar of Meetings 2019-2020**

- 15.1 SNCT Meetings (Meetings start at 2 pm)

Thursday 26 September 2019 – Moray Place  
COSLA to Chair

Thursday 20 February 2020 – Moray Place  
Scottish Government to Chair

Thursday 18 June 2020 (AGM) – Moray Place  
Teachers' Side to Chair

15.2 SNCT Support Group Meetings (Meetings start at 2 pm)

Tuesday 18 June 2019 – Moray Place

Tuesday 10 September 2019 – Moray Place

Tuesday 26 November 2019 – Moray Place

Tuesday 17 March 2020 – Moray Place

Tuesday 23 June 2020 – Moray Place

**16. AOCB**

There were no other items of competent business.

**17. Date and Time of Next Meeting**

26 September 2019 in the Offices of the EIS, 46 Moray Place, Edinburgh at 2.00 pm.