

## SCOTTISH NEGOTIATING COMMITTEE FOR TEACHERS

Thursday 20 February 2020

**The SNCT met on Thursday 20 February 2020 in the Offices of the EIS, 46 Moray Place, Edinburgh. Des Morris (Teachers' Side) was in the chair.**

Present:	Employers' Side	Councillor Rosemary Bruce Councillor Rob Davidson Councillor David Dodds Councillor Gail Macgregor (Joint Chair)
	Scottish Government	Stuart Robb David Roy
	Teachers' Side	Allan Crosbie (EIS) Nicola Dasgupta (EIS) Mick Dolan (EIS) Larry Flanagan (EIS) Valerie Inkster (EIS) Des Morris (EIS) (Joint Chair) Paula McEwan (EIS) Alison Thornton (EIS) Catherine Nicol (SSTA) Jane Peckham (NASUWT)
	In attendance	Tom Young (Employers' Side Joint Secretary) Debbie Walls (Employers' Side Secretariat) Mary Arthur (Employers' Side Adviser) Tracey Gillespie (Employers' Side Adviser) Glenda Gray (Employers' Side Adviser) Louise Wilson (Teachers' Side Joint Secretary) Dave McGinty (Teachers' Side Secretariat) Stephanie Walsh (Scottish Government Joint Secretary) Angela Felvus (Scottish Government, Secretariat) Greg Dempster (AHDS – Observer)

Apologies had been received from Andy Drought (Scottish Government Joint Chair) and Susan Quinn (EIS).

### **1. Minute of Previous Meeting 26 September 2019**

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

## **2. Matters arising not otherwise on the agenda**

- (i) The previous meeting had agreed that the Joint Secretaries should review and highlight the existing SNCT Handbook agreement and statements on workload. Following discussion, the Committee noted the contents of a letter of advice from the Joint Secretaries JS/20/77 SNCT Workload Review – SNCT Circulars and Handbook Provisions.
- (ii) On behalf of the Teachers' Side, Des Morris outlined its negotiating position for a decrease in class size maxima and class contact time, to 20 pupils and 20 hours respectively. The position of the Teachers' Side was noted by both Scottish Government and the Employers' Side. It will next be raised at a meeting of the SNCT Support Group on 17 March.

## **3. SNCT Support Group Report 26 November 2019 – to note (to be tabled)**

The Committee noted a report, which had been tabled at the start of the meeting, regarding the Support Group meeting held on 26 November 2019. This report provided an update on the work being undertaken by the SNCT Support Group. The Committee further noted that the next meeting of the SNCT Support Group would be held on Tuesday 17 March 2020 at EIS Headquarters.

## **4. Report of the SNCT Career Pathways Working Groups – to note**

The Committee noted a report, which had been circulated in advance of the meeting, from the three SNCT Career Pathways Working Groups outlining the work undertaken and the progress made to date.

## **5. SNCT Circulars – For Homologation**

SNCT 20/73 – Distant Islands Allowance was homologated.

## **6. Job-Sizing Review Group: Remit and Membership**

The Job Sizing Review Group Remit was approved at the meeting of the SNCT on 20 February. The composition of the group was agreed as follows:

- Chair (EIS)
- Teachers' Panel six members (3 EIS, 1 SSTA, 1 NASUWT and 1 SLS/AHDS)
- Scottish Government three members
- Employers' Side three members

## **7. Independent Research and Analysis of the Pay of Scotland's Teachers**

- (i) The Committee agreed a paper setting out the methods by which independent research into teachers' pay and conditions of employment, to help inform the next round of pay negotiations for April 2021, could be taken forward.
- (ii) The Scottish Government Learning Analysis Unit will take forward initial desk-based research to collate information in the following areas:
- Pay comparisons with wider UK public sector workforce
  - Pay comparisons with other graduate professions
  - International comparisons on teachers' pay
  - International comparison on teachers' terms and conditions.
- (iii) The Committee noted this approach and gave powers to the Joint Chairs to consider the next steps following the initial desk-based research at the end of March 2020.

## **8. Joint Secretaries' Letter of advice to note**

The Committee agreed the final draft of the new Appendix 2.20 of the SNCT Handbook: Code of practice on the headteacher responsibility in the recruitment and selection of staff in schools and noted the accompanying letter of advice from the Joint Secretaries JS/19/76.

## **9. Date and time of next meeting.**

2.00 pm Wednesday 17 June 2020 – Moray Place

\* Note the new date which is a change from 18 June 2020.

Scottish Government to Chair.

## **10. AOCB**

None.