

## SCOTTISH NEGOTIATING COMMITTEE FOR TEACHERS

Wednesday 23 September 2020

The SNCT met on Wednesday 23 September 2020 via video conference. Des Morris (Teachers' Side) was in the chair.

Present:	Employers' Side	Councillor Rosemary Bruce Councillor David Dodds Councillor Gail Macgregor (Joint Chair) Councillor Rob Davidson
	Scottish Government	Andy Drought (Joint Chair) Stuart Robb David Roy
	Teachers' Side	Andrene Bamford (EIS) Mick Dolan (EIS) Kenny Fella (EIS) Larry Flanagan (EIS) Gael Gillan (EIS) (substitute) Des Morris (EIS) (Joint Chair) Paula McEwan (EIS) David Smith (EIS) (substitute) Catherine Nicol (SSTA) Seamus Searson (SSTA) Jane Peckham (NASUWT)
	In attendance	Simon Cameron (Employers' Side Joint Secretary) Laura Jamieson (Employers' Side Secretariat) Mary Arthur (Employers' Side Adviser) Kevin Funnell (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) Neil Shaw (SLS – Observer)

Apologies had been received from Susan Quinn (EIS).

## **1. SNCT Annual General Meeting 2020**

(i) Each side confirmed its Joint Chair and Joint Secretary for 2020/21 as follows:

Scottish Government      Joint Chair: Andy Drought

Joint Secretary: Stephanie Walsh

Employers' Side      Joint Chair: Cllr Gail Macgregor

Joint Secretary: Simon Cameron

Teachers' Side      Joint Chair: Des Morris

Joint Secretary: Louise Wilson

(ii) Following these appointments, each side agreed to notify its full membership to the Joint Secretaries.

## **2. Minute of Previous Meeting 20 February 2020**

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

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

There were no matters arising from the previous minute.

## **4. Teachers' Pay Research and Analysis**

The Committee considered a report, which had been which had been circulated in advance of the meeting, from the Scottish Government Learning Analysis Unit. This report covered 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.

On behalf of the Teachers' Side, Des Morris questioned some of the findings in the report and certain conclusions reached.

On behalf of Scottish Government, Andy Drought agreed to raise these points with the Scottish Government statisticians.

**5. Pay Claim 2021**

The Committee agreed to progress the SNCT Pay Claim for 2021 through the mechanism of the Extended Joint Chairs.

**6. SNCT Career Pathways Update Report**

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.

**7. Job-Sizing Review Group**

The Committee gave powers to the Joint Secretaries to progress the work of the Job-Sizing Review Group.

**8. SNCT Circulars – For Homologation**

The following SNCT Circulars were approved for homologation.

- (i) SNCT 20-74 Coronavirus COVID-19
- (ii) SNCT 20/75 SNCT School Closures Coronavirus (COVID-19)
- (iii) SNCT 20/76 Arrangements for Re-opening Schools August 2020

**9. Joint Secretaries' Letter to note**

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

- (i) JS/20/77 SNCT Workload Review
- (ii) JS/20/78 SNCT Supply Teachers Job Retention Scheme
- (iii) JS/20/79 SNCT Advice on Working Time Agreements Session 2020-2021 CORONAVIRUS COVID-19
- (iv) JS/20/80 SNCT Supply Teachers Job Retention Payment Frequently Asked Questions
- (v) JS/20/81 Quarantine Arrangements – Letter of Advice

**10. Calendar of Meetings 2020-2021**

**SNCT Meetings (Meetings start at 2 pm)**

Thursday 25 February 2021 – via video conference (provisional only. Final venue TBC). COSLA to Chair

Thursday 27 May 2021 (AGM) – via video conference (provisional only. Final venue TBC). Scottish Government to Chair

**SNCT Support Group Meetings. (Meetings start at 2 pm)**

Tuesday 24 November 2020 – via video conference (provisional only. Final venue TBC)

Tuesday 16 March 2021 – via video conference (provisional only. Final venue TBC)

Tuesday 22 June 2021 – via video conference (provisional only. Final venue TBC)

**11. AOCB**

There were no other items of competent business.

**12. Date and time of next meeting.**

2.00 pm Thursday 25 February 2021 via video conference.

COSLA to Chair.