

## SCOTTISH NEGOTIATING COMMITTEE FOR TEACHERS

Thursday 25 February 2021

The SNCT met on Thursday 25 February via video conference. Gail Macgregor (Employers' Side) was in the chair.

Present:

Employers' Side	Councillor Rosemary Bruce Councillor Gail Macgregor (Joint Chair) Councillor Stephen McCabe
Scottish Government	Andy Drought (Joint Chair) Stuart Robb David Roy
Teachers' Side	Andrene Bamford (EIS) Nicola Dasgupta (EIS) Mick Dolan (EIS) Kenny Fella (EIS) Larry Flanagan (EIS) Des Morris (EIS) (Joint Chair) Paula McEwan (EIS) Susan Quinn (EIS) Catherine Nicol (SSTA) Seamus Searson (SSTA) Jane Peckham (NASUWT)
In attendance	Simon Cameron (Employers' Side Joint Secretary) Stuart Bain ((Employers' Side Secretariat) Louise Wright (Employers' Side Secretariat) Mary Arthur (Employers' Side Adviser) Sharon Faulkner (Employers' Side Adviser) Tracey Gillespie (Employers' Side Adviser) Glenda Gray (Employers' Side Adviser) Kristine Johnson (Employers' Side Adviser) Eileen McPake (Employers' Side - Observer) Louise Wilson (Teachers' Side Joint Secretary) Dave McGinty (Teachers' Side Secretariat) Stephanie Walsh (Scottish Government Joint Secretary) Greg Dempster (AHDS – Observer) Jim Thewliss (SLS – Observer)

Apologies had been received Angela Felvus (Scottish Government, Secretariat).

## **1. Minute of Previous Meeting 23 September 2020**

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

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

There were no matters arising.

## **3. Pay Claim 2021**

The Committee noted a verbal report from the Employers about the pay claim process. It was agreed that a meeting of the Extended Joint Chairs should be arranged as soon as practicable after a Special Leaders meeting to discuss pay negotiations.

## **4. Career Pathways Working Groups**

### **4.1 Report from the Headship and Beyond Working Group**

The Committee agreed the five recommendations in the report from the working group and remitted the Joint Secretaries to take forward implementation.

### **4.2 Report from the Lead Teacher and Career Progression Working Group**

The Committee agreed the five recommendations in the report from the working group and remitted the Joint Secretaries to take forward implementation.

### **4.3 Update from the National Model for Sabbaticals Working Group**

The Committee noted an update on the work of the group and that a further meeting of the group is scheduled for 9 March 2021.

## **5. Job Sizing Review Group Update**

The Committee noted a verbal report from the Employers about delays in taking forward the work and that a meeting of the group is scheduled for 16 March 2021.

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

- (i) The Committee noted a report about COVID-19 sickness absence and “Long COVID” and a draft Joint Secretaries letter to be considered for circulation at item 8.1.
- (ii) The Committee noted an update on discussions by the Joint Secretaries about Compensatory Leave for periods of COVID-19 related self-isolation and remitted the Joint Secretaries to undertake further work to finalise a Letter of Advice.
- (iii) The Committee heard updates from the Teachers’ side, Employers’ side, and Scottish Government about the impacts on supply teacher usage

since the start of the current term under COVID-19 protection level 4 restrictions. The Teachers' side requested reinstatement of the Job Retention Payment from January 2021, but agreement was not reached on this. The Joint Secretaries were remitted to undertake further work.

**7 SNCT Circulars – For Homologation**

SNCT/21/77 Remote Schools Allowance and SNCT/21/78 Distant Islands Allowance were homologated.

**8 Joint Secretaries' Letters**

The Committee noted a Joint Secretaries' letter for circulation about COVID-19 sickness absence and "Long COVID" as discussed at item 6(i).

**9. AOCB**

None.

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

2.00 pm Wednesday 27 May 2021 – Meeting Format TBA

Scottish Government to Chair.