

# SCOTTISH NEGOTIATING COMMITTEE FOR TEACHERS

Thursday 27 May 2021

## Attendees

Employers' Side	Councillor Gail Macgregor (Joint Chair) Councillor Stephen McCabe
Scottish Government	Liza Mclean (Joint Chair) Stuart Robb David Roy
Teachers' Side	Des Morris (EIS) (Joint Chair) Andrene Bamford (EIS) Mick Dolan (EIS) Kenny Fella (EIS) Larry Flanagan (EIS) Valerie Inkster (EIS) 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) Glenda Gray (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) Angela Felvus (Scottish Government Secretariat) Greg Dempster (AHDS Observer) Jim Thewliss (SLS Observer)
Apologies	Councillor Rosemary Bruce Councillor Brian Connolly Nicola Dasgupta (EIS)

## **1. SNCT Annual General Meeting 2021**

### **1.1 Appointment of Joint Chairs:**

Scottish Government – Liza McLean (interim)

Employer's Side - Councillor Gail Macgregor

Teacher's Side - Des Morris

### **1.2 Appointment of Joint Secretaries**

Scottish Government: Stephanie Walsh

Employers' Side: Simon Cameron

Teachers' Side: Louise Wilson

### **1.3 Committee membership**

Scottish Government: Stuart Robb, David Roy

Employers' Side: To be notified to Joint Secretaries

Teachers' Side: To be notified to Joint Secretaries

## **2. Minute of Previous Meeting on 25 February 2021 - Paper attached.**

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

### **2.1 Matters arising**

There were no matters arising.

## **3. Pay negotiations – update**

The Chair explained to the Committee that due to the election period, pay negotiations have been on hold and that the most recent COSLA offer below had been rejected.

- 2% up to £40k
- 1% up to £80k and
- flat rate £800 for all those earning above £80k

Discussions will resume at the next Extended Joint Chairs' scheduled for 7 June.

#### **4. Report from SNCT Support Group 21 April 2021**

The Committee noted a report, which had been circulated in advance of the meeting, of the SNCT Support Group held on 21 April 2021 outlining the work undertaken and the progress made to date.

##### **Supply Teachers Portal**

The Employers' Side updated the Committee following a meeting of the employers' payroll group. This work is ongoing and a resolution is in sight.

##### **COVID-19 – Updates and Issues**

###### Arrangements for teachers whose children are required to isolate

The Committee noted that the Teachers' Side are seeking sympathetic consideration from employers regarding requests for home working.

###### Protection of paused shielders and pregnant teachers

The Committee recognised that there were some variances between councils with regards to the working arrangements for pregnant workers who are 28 weeks pregnant and beyond or with underlying health conditions. The Committee noted that this should be agreed locally.

##### **The National Pay and Leave Specification**

The Committee noted the update and that this issue will be discussed further at the next SNCT Support Group meeting on 22 June.

#### **5. Report from SNCT Job Sizing Review Group 16 March 2021**

The Committee noted the update and remitted the Joint Secretaries to undertake further work.

#### **6. Career Pathways working groups circular and handbook changes:**

##### 6.1 Self-funded Sabbaticals

The Committee considered a draft paper from this SNCT Career Pathways Working Group outlining the work undertaken and the progress made to date. A final paper will be presented to the SNCT at the 30 September meeting.

#### **7. SNCT Circulars for approval**

##### 7.1 SNCT 21/79 COVID-19 and Post COVID Syndrome Long Covid

The Committee approved the Circular and remitted the Joint Secretaries to agree the length of time the Covid related absence is classed as special leave.

## 7.2 SNCT 21/80 Code of Practice on Secondments and Handbook Changes

The Committee approved the circular pending error in para 3.2 being rectified and remitted the Joint Secretaries to finalise the paper.

## 7.3 SNCT 21/81 Remote Schools Allowance

The Committee approved the circular.

## 7.4 SNCT 21/82 Establishment of Lead Teacher Posts and Handbook Changes

The Committee approved the circular and accompanying Handbook changes.

## 7.5 SNCT XX/XX COVID-19 Self-Isolation during Annual Leave and Compensatory leave.

The Committee noted the circular and remitted the Joint Secretaries to agree the date for the implementation of the policy.

## **8 Joint Secretaries' Letters to note**

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

JS/21/83 Payment and Placement of Educational Psychologists on the Pay Scale

## **9. Calendar of dates for Session 2021/2022**

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

Thursday 30 September 2021 – Video Conference meantime Final Venue TBC (Moray Place) (Teachers' Side to Chair)

Wednesday 23 February 2022 – Video Conference meantime Final Venue TBC (Moray Place) (Employers' Side to Chair)

Tuesday 21 June 2022 (AGM) \*\*\* – Video Conference meantime Final Venue TBC (Moray Place) (Scottish Government to Chair)

\*\*\* This is a provisional date and contingent on the outcomes of the Scottish Local Government Elections 2022

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

Tuesday 22 June 2021 – Video Conference

Tuesday 14 September 2021 – Video Conference meantime Final Venue TBC (Moray Place)

Tuesday 23 November 2021 Video Conference meantime Final Venue TBC (Moray Place)

Tuesday 22 March 2022 – Video Conference meantime Final Venue TBC

Tuesday 31 May 2022 – Video Conference meantime Final Venue TBC

**10. AOCB:**

The Chair acknowledged that the Scottish Government commitment for a reduction in class contact time of 1.5 hours per week for teachers will now be placed on the SNCT Support Group agenda to take forward negotiations.