

Scottish Negotiating Committee for Teachers
Wednesday 17 May 2006

The Scottish Negotiating Committee for Teachers met for its fifth Annual General Meeting on Wednesday 17 May 2006, in the COSLA offices, 9 Haymarket Terrace, Edinburgh. Cllr Ewan Aitken was in the Chair.

Present:

Teachers' Side

Malcolm Maciver (EIS)
Jack Barnett (EIS)
John Black (EIS)
Eric Baillie (EIS)
Douglas Mackie (EIS)
Ann Ballinger (SSTA)
May Ferries (EIS)
Margaret Anderson (EIS)
Albert McKay (SSTA)
Pat O'Donnell (NASUWT)

Cosla

Councillor Rev Ewan Aitken
Councillor Charlie Gray
Councillor Maureen Talac
Councillor Andy Anderson

Scottish Executive

Liz Lewis
Donald Henderson

Joint Secretaries

Drew Morrice (Teachers' Side)
Stephanie Walsh (Scottish Executive)

In Attendance

Terry Gray (Cosla Secretariat)
Ginny Thorburn (Cosla Adviser)
George Haggerty (Cosla Adviser)
Louise Wilson (Teachers' Side Secretariat)

Apologies

Cllr Peter McNamara

1. Chairs

The SNCT Joint Chairs were named as Cllr Ewan Aitken, Employers'; Malcolm Maciver, Teachers'; and Liz Lewis, Scottish Executive.

2. Membership of the Committee

It was agreed that Joint Secretaries would exchange details of members of the committee and update records accordingly.

3. Appointment of Officers

a. Joint Secretaries

The Joint Secretaries were named as Barbara Lindsay, Employers'; Drew Morrice, Teachers'; and Stephanie Walsh, Scottish Executive.

b. Treasurer

It was agreed that Brenda Campbell, Head of Local Government Finance in COSLA, would be Treasurer.

c. Auditor

It was agreed that the Auditors would be COSLA auditors, currently Condies.

4. Minute

The minute of the meeting held on Tuesday 17 January 2006 was agreed as a true record.

5. Matters Arising

It was reported that the request for assistance with job sizing in an independent school had been progressed. The council concerned had provided costings to the school to undertake the work though at the date of the meeting the offer had not been taken up.

6. Note of Joint Chairs and Extended Joint Chairs Meetings

a. Notes of Meetings

The committee noted the notes of the Joint Chairs meeting of 24 April 2006 and Extended Joint Chairs meeting 3 May 2006. The committee were advised that both notes were NOT FOR PUBLICATION and should have been marked to that effect.

b. Review of the Agreement

In considering the findings of the Extended Joint Chairs in relation to the Review of the Agreement and the assessment of the criteria set out in Annex C of the Agreement it was agreed that the report from the LNCT Working Group should be taken under this item on the agenda.

The key finding, in relation to Annex C, reported by Extended Joint Chairs was that following consideration of the evidence available relating to the criteria set out, including the report from the LNCT Review Group, Joint Chairs were advising SNCT that at this stage the SNCT was unable to proceed to stage 4 of the working week arrangements.

Whilst acknowledging that good progress had been made, the continuing work highlighted in the report and the hard work, both nationally and at council/LNCT level the committee agreed that, at this stage, the criteria set out in Annex C of the Agreement had not been met. It was concluded that Stage 3 of the transitional arrangements, that of moving to 22.5 hours class contact time per week should apply from August 2006 but that, at present, Stage 4, that of moving to expressing the working week of teachers by reference to the maximum class contact time within the working week, could not yet be implemented.

It was further agreed that the Joint Secretaries would write to advise councils of this decision and to advise of future work required to provide evidence to the SNCT to allow consideration of whether the criteria set out in Annex C of the Agreement were being met thus enabling Stage 4 to be achieved.

Joint Secretaries were also to progress work to follow up on the other recommendations from Extended Joint Chairs

7. Reports from Working Groups

a. Conditions of Service Working Group

The key piece of work being taken forward by the working group has been the development of the New Scheme. It was reported that work was progressing well though a little slower than initially hoped. Revised timescales discussed by the working group are to complete the work in time for October issue with a 1 January

implementation date. The committee noted the report and the suggested layout and content of the new scheme put forward by the working group.

b. LNCT Review Working Group

The report was covered as part of the considerations under agenda item 6 above.

c. Support Staff Working Group

It was noted that, as agreed at the last meeting of the SNCT, the Support Staff Working Group had conducted further research on the implementation of the support staff element of the agreement. Fifteen councils were asked to update figures provided to SCRE in March 2004 and at the date of the meeting twelve had replied.

The working group was to meet on 31 May 2006 to consider the analysis of the returns to decide which councils will be visited by Joint Chairs. It was intended that the findings from these visits will be reported to the next meeting of SNCT, together with any further recommendations as appropriate.

The working group will meet again after the summer break to begin to progress work on collection and sharing of good practice on this part of the agreement.

8. SNCT Circulars

The committee:

- a. noted that the circular SNCT/42, Communications Policy, as approved at SNCT of 17 January 2006 had been issued;
- b. noted that the circulars SNCT/43, Adoption Leave and SNCT/44, Maternity Support Leave, Adoption Support Leave and Paternity Leave as approved in principle at SNCT of 17 January 2006 had been issued;
- c. homologated circulars SNCT/45, Distant Islands Allowance and SNCT/46, SNCT Constitution and Appeals Procedure (which reflected minor amendments agreed at last SNCT).

9. Any Other Business

a. Report from Induction Implementation Group

A report from the Induction Implementation Group was presented to the committee. The teachers side required further time to consider the content of the report and it was agreed that the issue would be returned to a the next meeting of the committee.

10. Date of next meeting

The date of the next meeting was noted as 27 September 2006.