

LNCT

Aberdeenshire Local Negotiating Committee for Teachers



Date: October 2025

LNCT/25/05

The role of LNCTs and their relationship with the Service and Aberdeenshire Council.

This agreement has been subject to review in 2025 by the LNCT Joint Secretaries and HR as part of a review of current Aberdeenshire LNCT Agreements.

LNCT Joint Secretaries

Margaret Mackay (Education & Children's Services)

Margaret.MacKay@aberdeenshire.gov.uk

David Smith (LNCT Teachers' Panel)

David.A.Smith@aberdeenshire.gov.uk

aberdeenshire@eis.org.uk

The role of LNCTs and their relationship with the Service and Aberdeenshire Council.

- Functioning LNCTs in every local authority area form part of the contractual terms and conditions of service for teachers contained in the SNCT Handbook.
- The SNCT devolves matters to LNCTs to be agreed locally, and also allows for LNCTs to vary these terms and conditions through agreement.
- LNCTs do not have the capacity to vary the national terms and conditions of service as set out in Part 2 of the SNCT Handbook.
- The structure and operation of LNCTs vary across the 32 local authority areas, however, the functions of LNCTs remain as defined in part four of the SNCT Handbook.
- All local agreements must be reported to the SNCT for information and held on Part 5 of the Handbook the SNCT Website (as stipulated in Part 4 of the Handbook)..
- LNCTs can seek advice from the SNCT Joint Secretaries on any matter.
- In situations where there is a failure to agree between the two sides of LNCTs, such matters can be referred to the SNCT Joint Chairs for Conciliation.
- The SNCT also acts as a final stage of appeal in grievances relating to national conditions of service. The process by which the SNCT considers such appeals is set out in Part 1: Appendix 1.1 Annex A and Part 2: Appendix 2.14 .of the SNCT Handbook. This mechanism should be referenced within grievance procedures.

Devolved matters and other agreements

- The list of devolved matters can be found in Part 1: Appendix 1.3
- They are:
 - o Disciplinary and Grievance Procedures.
 - o Indemnification Procedures.
 - o Other leave and absence arrangements (beyond what is set out in Part 2 of SNCT Handbook).
 - o Housing.
 - o School based consultation arrangements (WTAs).
 - o Specific duties and job remits of posts.
 - o Particulars of employment.
 - o Staff development arrangements.
 - o Promotion procedures.
 - o Transfer to permanency arrangements.
 - o Appointment procedures.
 - o Expenses arrangements for candidates for appointment.
 - o Cover arrangements.

- In situations where no LNCT agreement exists on any devolved matter then the national provision, as set out in Part 4 of the SNCT Handbook, applies.
- The provisions set out in Part 4 of the Handbook also act as a starting point for local variation, as required. .
- Some LNCTs have reached agreement on matters outwith the scope of the SNCT Handbook. There is no onus on any side to do this, however, any agreement reached becomes part of the terms and conditions of teachers within that local authority area.
 - o Examples being *Health and Safety in Faculty* and *Retirement Arrangements* (Aberdeenshire).
- From time to time, updates on devolved matters may be required by the SNCT. In such cases an SNCT Circular will be sent by the SNCT Joint Secretaries.

Joint ownership of agreements

- The ownership of any agreement reached at LNCT sits with both sides and as such, cannot be varied without the agreement of both sides.
- There is no requirement on any side to agree to a variation proposed by the other.
- 'Corporate policy' does not supersede the national terms and conditions of service for teachers as set out in the SNCT Handbook.

Constitutions/RPAs and structures of LNCTs

- Each LNCT will have a constitution / Recognition and Procedure agreement based upon the model set out in Part 1: Appendix 1.3 of the SNCT Handbook.
- These agreements have the same status as all other LNCT agreements and cannot be varied without agreement of both sides.
- Constitutions/RPAs will set out the following:
 - o The unions recognised locally for the purposes of collective bargaining.
 - o A commitment to good industrial relations.
 - o The cycle of meetings of the LNCT.
 - o Quorum for meeting.
 - o Roles attributed to LNCT Joint Secretaries.
 - o Facility time.
 - o Dispute resolution procedures.
- The structure and processes of the teachers side are agreed amongst the recognised unions in any LNCT.
- These should be set out in a separate constitution/standing order and should cover:
 - o Membership (including numbers of reps in attendance).
 - o Processes for agreeing positions including voting procedures.

- Collective responsibility.
- Roles and responsibilities at LNCT.

Keeping the SNCT website up to date

- All LNCT agreements, for all 32 local authorities, should be held in Part 5 of the Handbook on the SNCT website.
- There should be a designated person on the management side of each LNCT whose role it is to ensure this happens.
- The requirement for this to be undertaken is set out in Part 4 of the SNCT Handbook.

Support and Role of Full Time Officers

- Although it is for local association representatives to set positions and ensure the operation of LNCTs, support can be sought from Area Officers and EIS Headquarters when required.
- Depending on the constitution/RPA of an LNCT and the constitution/standing orders of a teachers' side, some Area Officers can attend in an advisory capacity.
- There may also be circumstances where a Local Association wishes more direct involvement from an Area Officer at LNCT and in such cases, agreement on attendance (and in what capacity) should be sought from the management side.
- Advice can also be sought from the National Officer (Salaries) and Assistant Secretary (Employment Relations) when required.

Links to Sections of SNCT Handbook: [Scottish Negotiating Committee for Teachers](#)

- Part 4: Devolved Matters: [Part 4 - SNCT Handbook](#)
- Part 5: LNCT Agreements: [Part 5 - SNCT Handbook](#)
- Part 1: Appendix 1.3: Model Constitution/RPA : [Appendix 1.3 - SNCT Handbook](#)
- Part 2 : Section 8 : Disciplinary and Grievance Frameworks: [Part 2 Section 8 - SNCT Handbook](#)