

LNCT

Aberdeenshire Local Negotiating Committee for Teachers



Date: 10th June 2026

LNCT/25/01

Framework Local Recognition and Procedure Agreement

This agreement has been subject to review in 2024 by the LNCT Joint Secretaries and HR as part of a review of current Aberdeenshire LNCT Agreements.

Further review at LNCT on 26th May 2026 to agree on addendum which has been added to the end of this document.

LNCT Joint Secretaries

Margaret Mackay (Education & Children's Services)
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**Framework Local Recognition and Procedure Agreement between Aberdeenshire Council and:
The Educational Institute of Scotland [EIS],
The Scottish Secondary Teachers' Association [SSTA],
Community [previously known as Voice],
The National Association of School Masters Union of Women Teachers [NASUWT],
School Leaders Scotland [SLS];
The Association of Head Teachers and Deputies in Scotland [AHDS].**

- 1 Aberdeenshire Council hereby recognises the EIS, SSTA, Community, NASUWT, SLS and AHDS as the sole representatives of those employees on Teachers' Conditions of Service including teaching staff and associated professionals [including QIMs, QIOs, Educational Psychologists, and Music Instructors] employed by The Council on all matters relating to conditions of service as of service **as defined on page 1 under Functions of the LNCT Protocol [Appendix 1]** and other matters not subject to national bargaining.
- 2 The Council and the recognised unions jointly affirm their commitment to the maintenance of good industrial relations and accept that this Recognition and Procedure Agreement and any formal agreements which arise from it will be binding on the signatory parties.
- 3 Matters that will be negotiated nationally are defined as follows:
 - Pay (including related allowances).
 - The working week and working year
 - Annual leave entitlement
 - Class size
 - Sick leave
 - Maternity/family leave
 - National and local recognition procedures
 - Disciplinary and grievance framework
 - Main duties
 - Staff development framework
- 4 The purpose of this recognition and Procedure Agreement is to establish bargaining machinery and a negotiating procedure between the Council and the Teachers Unions whereby relevant conditions of services can be determined collectively for all Teachers and Associated Professionals.
- 5 The Council hereby recognises through the unions who are named in this Recognition and Procedure Agreement as the sole bargaining agents for the matters covered by this Recognition and Procedure Agreement.
- 6 The Council will negotiate through a Management Side appointed by itself. The recognised unions will negotiate through a joint union side appointed by them collectively which will reflect, on a pro-rata basis, the respective membership strengths of each organisation. The Management Side and the Joint Union side will each appoint a secretary for their respective sides.

- 7 Negotiations between the two sides shall be conducted within a committee to be known as Aberdeenshire Council Local Negotiating Committee for Teachers [LNCT]. Meetings of the Committee shall be held as agreed at LNCT with the proviso that there will be at least 5 meetings each calendar year. The joint secretaries shall be responsible for making the arrangements for meetings as stated in in the LNCT Protocol [Appendix 1].
- 8 The composition of each side of the Committee shall be determined by the sides separately but shall not exceed 6 members for each side. The Committee may, from time to time, appoint from among its own members a sub-committee or sub-committees to discharge such of the functions of the Committee as the Committee may specify.
- 9 The quorum of a meeting of the Committee shall be 4 from the Management Side and 4 from the Joint Union Side. In the case of a sub-committee, the quorum shall be determined by the Committee when the sub-committee when the sub-committee is first established.
- 10 Agreements reached by the Committee shall be binding on the Council and the signatory unions where these agreements are within the delegated powers of the Director of Education & Children's Services. Otherwise, these agreements will require to be referred to the appropriate committee of The Service.
- 11 Agreements reached between the two sides shall be set out in a text jointly approved by the two sides and the text will be signed by the Joint Secretaries. All local agreements shall be reported to the SNCT [via posted on the LNCT Agreement Portal].
- 12 Joint Secretaries will be available to advise their respective sides on matters relating to agreements reached by the Committee. In formulating such advice, the Joint Secretaries may consult with each other whenever they think it appropriate.
- 13 This Recognition and Procedure Agreement shall take effect as soon as it has been signed on behalf of The Council and on behalf of the Teachers' Panel.
- 14 No variation to this Recognition and Procedure Agreement may be made except with the consent of both sides to this agreement.
- 15 Aberdeenshire Council hereby agrees to ensure that adequate paid time off work shall be granted to union representatives on the LNCT, as well as the necessary facilities covered by ACAS Code of Practice No 3.
- 16 The signatory parties to this Recognition and Procedures Agreement acknowledge the importance of establishing and maintaining confidence in the negotiating arrangements established under this Agreement and recognise the need to negotiate in good faith.
- 17 In the event of any dispute being declared between the two sides, the Council and the signatory unions should seek to resolve the matter, without delay through discussion in the committee. The Council further agrees not to implement any change which is subject to dispute until the matter has been considered by the Committee. The signatory unions, likewise, further agree not to implement any form of industrial action

unless and until the Committee has failed to achieve a resolution of the matter in dispute.

- 18 Where there is a failure to agree at school level on any relevant matter this shall be referred in the first instance to the Joint Secretaries for consideration and resolution, failing which the matter will thereafter be referred to the Aberdeenshire LNCT.
- 19 Where agreement between the two sides of the LNCT is not possible, either side may refer the failure to agree to the Joint Chairs of the SNCT for conciliation. If the conciliation is unsuccessful the Joint Chairs of the SNCT may recommend further procedures for resolution of the difference, including external conciliation, mediation, or binding arbitration.
- 20 In addition to the foregoing, both sides agree that Aberdeenshire Council LNCT will be the forum for discussion and/or consultation on a range of matters not subject to national bargaining and in accordance with the Aberdeenshire Council LNCT Protocol.

This agreement is signed on the understanding that it works in conjunction with the agreed LNCT Protocol [Appendix 1].

Signed on behalf of Aberdeenshire Council

Name LAURENCE FINDLAY

Signature



Designation LNCT JOINT CHAIR

Date

26/11/24

Signed on behalf of the Teachers' Side

Name: GRAEME COWIE

Signature



Designation LNCT JOINT CHAIR

Date 07/11/2024

Addendum to the Framework Local
Recognition and Procedure Agreement.

Agreed 26/05/2026

Dear colleagues,

We would like to clarify the eligibility requirements for participating as a member of the Local Negotiating Committee for Teachers (LNCT).

To ensure consistency, stability, and appropriate representation within the LNCT, membership is limited to employees who hold a permanent contract of employment, you can hold either a full-time or part-time contract. This requirement is in place to support continuity in negotiations and to ensure that representatives are in roles with ongoing employment status within the authority.

Employees who do not currently hold a permanent contract are therefore not eligible to sit on the LNCT.

If you have any questions regarding your eligibility or would like further information on LNCT processes, please do not hesitate to get in touch.