

SCOTTISH NEGOTIATING COMMITTEE FOR TEACHERS

THE SNCT MET ON WEDNESDAY 14 MAY 2025 IN THE OFFICES OF EIS, 46 MORAY PLACE, EDINBURGH. MEMBERS OF THE COMMITTEE ALSO JOINED THE MEETING VIA VIDEO CONFERENCE. DES MORRIS (TEACHERS' SIDE) WAS IN THE CHAIR.

Attendees

Employers' Side	Councillor Katie Hagmann (Joint Chair)
	Councillor John Daly
	Councillor Louise McAllister
	Councillor Elizabeth Robertson
	Councillor Mandy Watt
Scottish Government	Orlando Heijmer-Mason (Joint Chair)
Teachers' Side	Des Morris (EIS) (Joint Chair)
	Andrene Bamford (EIS)
	Andrea Bradley (EIS)
	Mick Dolan (EIS)
	Sandie Gordon (EIS)
	Heather Hughes (EIS)
	Valerie Inkster (EIS)
	Jacqui MacKenzie (EIS)
	Paul Cochrane (SSTA)
	Seamus Searson (SSTA)
	Mike Corbett (NASUWT)
In Attendance	Stuart Bain (Employers' Side Joint Secretary)
	Suzanne McLeod (Employers' Side Secretariat)
	Tracey Gillespie (Employers' Side Adviser)
	Kenneth McNamara (Employers' Side Adviser)
	David Leitch (Scottish Government Joint Secretary)
	Stuart Brown (Teachers' Side Joint Secretary)
	Terry Gray (Teachers' Side Secretariat)
	Greg Dempster (AHDS Observer)
	Graham Hutton (SLS Observer)
Apologies	Angela Felvus (Scottish Government Secretariat)
	Stuart Robb (Scottish Government)
	Zak Tuck (Scottish Government)
	Alan Crosbie (EIS)
	Paula McEwan (EIS)

1. SNCT Annual General Meeting 2025

- 1.1 Appointment of Joint Chairs agreed as follows:
Orlando Heijmer-Mason, Scottish Government
Des Morris, Teachers' Side
Cllr Katie Hagmann, Employers' Side
- 1.2 Appointment of Joint Secretaries agreed as follows:
David Leitch, Scottish Government
Stuart Brown, Teachers' Side
Stuart Bain, Employers' Side
- 1.3 Committee Membership
It was agreed that all sides should send their lists of representatives to Joint Secretaries in advance of the next SNCT.

2. Minute of previous meeting on 19 February 2025

- 2.1 Teachers' Side Joint Chair submitted the following amendments to the circulated minute which were accepted by the Committee.
- 2.2 In the first sentence of paragraph 4.2 the words "and that led to the declaration of dispute by the Teachers' Side on 7 February 2025 related to the delay in progress and failure to agree on the use of time" be inserted after "RCCT".
- 2.3 In the first sentence of paragraph 4.3 the words "and Scottish Government" be inserted after "Employers' Side" and the words "and the declaration of dispute" be inserted after "frustrations".
- 2.4 With these changes, the minute was approved as a correct record.

3. Matters arising

- 3.1 Teachers' Side Joint Chair sought clarification on the wording in paragraph 4.1 of the minute which referred to the delays not being of the Employers' Side's making. The Employers' Side Joint Secretary clarified that this referred to the need to undertake work with COSLA's Professional Advisers to understand the complexities around the implementation of the reduction in class contact time.

4. Pay claim 2025/26

- 4.1 The Teachers' Side Joint Chair invited the Employers' Side and Scottish Government to provide an update while noting that there would be a meeting of Extended Joint Chairs at 1pm today (14 May 2025).

- 4.2 The Scottish Government Joint Chair reported that discussions were ongoing between Scottish Government and COSLA. Ministers were very mindful of the 1 August settlement date and Scottish Government were working hard reach a point where a further offer could be made.
- 4.3 Employers' Side Joint Chair added that the financial position for councils had not changed since the Teachers' Side rejected the 3% pay offer on 18 March 2025. The Employers' Side continues to work under the mandate from COSLA Leaders to explore what may further funding may be available and what would be affordable but also to explore a multi-year settlement along the lines of the Agenda for Change configuration. It was clarified that all bargaining groups within local government were discreet and separate.
- 4.4 Teachers' Side Joint Chair welcomed the confirmation regarding the uniqueness of the separate bargaining groups and that funding was being explored. It was clarified that approximately 6 weeks from the date of this meeting would be that last day by which the Teachers' Side could convene to consider a further offer and given the processes that each of the teacher unions would be required to go through there was even less time available to allow the Teachers' Side to respond to an offer. If the goal of the Employers' Side and Scottish Government was to have this settled in time for 1 August the process would need to speed up. Teachers' Side had already set out the parameters that would need to be met for an offer to be considered credible.

5. Reduction in Class Contact time (update)

- 5.1 Teachers' Side Joint Chair reported that following the meeting of Joint Chairs on 12 May Teachers' Side was aware of where COSLA and Scottish Government were on this issue. COSLA and Scottish Government were aware of the decision by the EIS to open a consultative ballot of members in relation to the unreasonable delay in implementation and the failure to commit to the time being used for increased preparation and correction time for teachers. SSTA confirmed that they would be conducting a ballot and NASUWT advised that they would be consulting with members. The Teachers' Side Joint Chair invited comments from Scottish Government and COSLA.
- 5.2 Scottish Government Joint Secretary commented that the discussion at Joint Chairs had been useful, that the Scottish Government noted the information regarding the ballot and recognised the importance of that step. Scottish Government were working with COSLA on outstanding issues and COSLA were working with professional bodies. In response to a request from COSLA Leaders, Scottish Government were working on consulting with parents and carers and seeking to undertake impact assessments. Scottish Government clarified that this was not a consultation about whether the reduction was a good idea but rather was about gathering information about things to consider before a formal proposal could be made and the reduction introduced.
- 5.3 Employers' Side Joint Chair advised that flowing the budget agreement between COSLA and Scottish Government for 2025/26 there was a

commitment to working on meaningful progress of the commitment to reduce class contact time. The scoping work is nearing a conclusion.

- 5.4 The Teachers' Side Joint Chair advised that as set out in the Terms of Reference document that had been shared by COSLA and Scottish Government the Teachers' Side were seeking the establishment of a SNCT Sub-group on RCCT and that Teachers' Side was requesting that two meetings of this sub-group should take place prior to the end of the school session. The Teachers' Side Joint Chair advised that Teachers' Side was expecting that the report referenced in the both the Terms of Reference document and the Cabinet Secretary's letter of 24 February 2025 would be shared with Teachers' Side at a specially convened SNCT prior to the end of the school year. Teachers' Side Joint Chair advised that a formal request would follow this meeting seeking a Special SNCT on 25 June 2025 (the last day of the session for many teachers) and a further meeting week commencing 18 August 2025. Teachers' Side did expect sight of the report at the first of these Special SNCT meetings as there was nothing in the Terms of Reference document or the Cabinet Secretary's letter to indicate any hierarchy in relation to sharing the report.
- 5.5 The Employers' Side Joint Chair indicated that the report would be confidential until it had been presented to COSLA Leaders. Employers' Side Joint Secretary advised that COSLA would share what it could and that it was possible that direction could be sought from the COSLA Leadership Sounding Board, which met between COSLA Leaders meetings, though this was not a decision-making body.
- 5.36 Scottish Government Joint Chair confirmed that Scottish Government supported the request for the meetings called for by Teachers' Side and that Scottish Government would endeavour to make sure that an update was available.

6. Report from SNCT Support Group

- 6.1 A report of the SNCT Support Group held on 7 May 2025 was noted.

7. Recommendations from the Job Sizing Review Group

- 7.1 The recommendations set out in the report from the Job Sizing Review Group were agreed. The Committee noted the areas requiring further consideration and thanked all those involved in progressing this work. Special thanks were made to the National Job Sizing Co-ordinators for their considerable work on the issues identified as requiring attention.

8. AOCB

- 8.1 There was none.