

SCOTTISH NEGOTIATING COMMITTEE FOR TEACHERS

THE SNCT MET ON TUESDAY 30 SEPTEMBER 2025 IN THE OFFICES OF EIS, 46 MORAY PLACE, EDINBURGH. MEMBERS OF THE COMMITTEE ALSO JOINED THE MEETING VIA VIDEO CONFERENCE. ORLANDO HEIJMER-MASON (SCOTTISH GOVERNMENT) WAS IN THE CHAIR.

Attendees

Employers' Side	Councillor Katie Hagmann (Joint Chair)
	Councillor Jim Clocherty
	Councillor Louise McAllister
Scottish Government	Orlando Heijmer-Mason (Joint Chair)
	Stuart Robb
Teachers' Side	Des Morris (EIS) (Joint Chair)
	Andrea Bradley (EIS)
	Mark Smith (EIS)
	Adam Sutcliffe (EIS)
	Sandie Gordon (EIS)
	Alison Murphy (EIS)
	Valerie Inkster (EIS)
	Jacqui MacKenzie (EIS)
	Seamus Searson (SSTA)
	Peter Brandon (SSTA)
	Mike Corbett (NASUWT)
In Attendance	Stuart Bain (Employers' Side Joint Secretary)
	Suzanne McLeod (Employers' Side Secretariat)
	Gary Leadbetter (Employers' Side Secretariat)
	Tracey Gillespie (Employers' Side Adviser)
	Kenneth McNamara (Employers' Side Adviser)
	Stuart Brown (Teachers' Side Joint Secretary)
	Terry Gray (Teachers' Side Secretariat)
	Greg Dempster (AHDS Observer)
	David Barnett (SLS)
Apologies	Councillor John Daly (Employers' Side)
	Councillor Mandy Watt (Employers' Side)
	Councillor Elizabeth Robertson (Employers' Side)
	David Leitch (Scottish Government Joint Secretary)
	Angela Felvus (Scottish Government Secretariat)
	Mick Dolan (EIS)
	Alan Crosbie (EIS)
	Paul Cochrane (SSTA)

1. Minute of Previous Meeting of 14 May 2025

- 1.1. The Teachers' Side Joint Chair submitted the following amendments to the circulated minute, which were accepted by the Committee:
- In the second sentence of paragraph 4.2, insert "to" between "hard" and "reach."
 - In the second sentence of paragraph 4.3, delete "may" before "further" and change "many" to "may."
 - In the first sentence of paragraph 5.3, change "flowing" to "following."
- 1.2. With these changes, the minute was approved as a correct record.

2. Matters Arising

- 2.1. There were no matters arising.

3. Pay Update

- 3.1. The Employers' Side Joint Chair noted that the Teacher's Panel formally rejected the pay offer on 28 August 2025, which was for a uniform 4% uplift on all pay points for year 1, running from 1 August 2025 to 31 July 2026, and a uniform 3.5% uplift on all pay points for year 2, running from 1 August 2026 to 31 July 2027. It was advised that a revised mandate had been received from COSLA Leaders and that an Extended Joint Chairs meeting was scheduled for tomorrow (1 October 2025), where this would be discussed further.
- 3.2. The Teachers' Side Joint Chair reiterated the teacher's side reasoning in unanimously rejecting the pay offer, noting that this was due to lack of any meaningful restorative element in respect of the year 1 and the lack of any protection against potential inflationary increases in year 2. The Teacher's Side Joint Chair also highlighted their concern over timing, stating that two months had now passed since the settlement date and this was causing concern for the teacher's side and their members. It was advised that there was a desire for a meaningful offer to be put forward, to allow the matter to be settled as soon as possible.

4. Reduction in Class Contact Time

- 4.1. The Teachers' Side Joint Chair advised that the SNCT sub-group on reduced class contact time last met on 18 September 2025 and would next meet again immediately following the current meeting. It was noted that, at the previous sub-group meeting, the teacher's side tabled a discussion paper. This paper set out proposed amendments to part 2, section 3 of the handbook, reflecting the teachers' side's desire that time released from class contact time be allocated to preparation and correction time. It was advised that the hope was that the response to this paper, from both the Employers' Side and Scottish Government Side, would be received at the next sub-group meeting.

- 4.2. The Employers' Side Joint Chair noted the outcome of the outcome of the consultative ballots, which have taken place in relation to the reduction of class contact time. It was noted that the use of time was discussed at COSLA Leaders on Friday, 26 September 2025 and a mandate was received to continue discussions on this matter. It was further advised that the mandate included continuing to pursue the Scottish Government to meet the full cost of implementing the reduction in class contact time.
- 4.3. The Teachers' Side Joint Chair advised that if there is no substantial progress made soon, in respect of this issue, then there would be an escalation of the formal dispute declared by the teacher's side. From the EIS side, the most likely form of escalation would be a convening of the EIS Salaries Committee to consider a request for a statutory ballot for industrial action in terms of unsustainable workload.

5. Report from SNCT Support Group

- 5.1. A report of the SNCT Support Group held on 23 September 2025 was noted.

6. Position Statements from Employers and Scottish Government

- 6.a. Miscarriage Special Leave
- 6.b. Paid Leave for Fertility Treatment
- 6.c. Supply Teacher's Pay

- 6.1. The Employers' Side Joint Chair noted that, with the current funding situation, there is uncertainty while pay and reduced class contact time discussions are underway. This is alongside current resourcing issuing for the Employers' Side. It was highlighted that the Employers' Side would be happy to revisit these matters in the future.
- 6.2. The Employers' Side Joint Chair further advised that, in relation to supply, the Employers' Side would like to take forward a full review, including pay, once zero-hour contracts have been clarified in the Employment Rights Bill. It was advised that the Employers' Side would need to undertake some work in relation to each of these areas and take a paper to COSLA Leaders to provide a formal position statement.
- 6.3. The Scottish Government stated that at the previous SNCT Support Group meeting, they had confirmed that a position statement would be provided in due course. It was noted that the Scottish Government's Joint Chair had went on leave following the meeting and so would consider this on their return.
- 6.4. The Teachers' Side Joint Chair requested that the positions, of the Employers Side and the Scottish Government Side, are set out in writing to the Teacher's Side in advance of the SNCT Joint Secretaries meeting on 10 October 2025.
- 6.5. The Employers' Side Joint Chair advised that they would not be able to provide a formal position statement in time for 10 October 2025, as they would be required to

receive a mandate from COSLA Leaders. However, they advised that they would be happy to put their commitment to consider these issues, in writing.

7. Change of Title from Instrumental Music Instructor to Instrumental Music Teacher

- 7.1. The Teacher's Side Joint Chair advised that they believed the change of title will not initiate GTCS registration. The Teacher's Side Joint Secretary stated that the teacher's side have been pursuing this since February 2025, and that it would be welcome if the position of the Scottish Government could be provided in writing before the SNCT Joint Secretaries meeting on 10 October.
- 7.2. The Scottish Government stated that there is separate working ongoing around the registration of instrumental music instructors. They agreed that the change of title would not facilitate GTCS registration and that there was more work to be done. It was advised that the provision on an update to SNCT Joint Secretaries would be explored further.
- 7.3. The Employer's Side advised that there was a meeting scheduled for 1 October 2025 on this matter and that an update would be provided to the SNCT Joint Secretaries following this.

8. Items for Homologation

- 8.a. SNCT 25-105 Trainee Educational Psychologists
- 8.b. SNCT 25-104 Remote Schools Allowance
- 8.c. Appendix 2.5 Annex A

- 8.1. These three items were agreed.

9. Future SNCT Meeting Dates

- 9.1. It was noted that the future SNCT meeting dates, currently in the diary, are all hybrid and at 14:00 on 24 February 2026, 21 May 2026 (AGM) and 23 September 2026.

10. AOCB

- 10.1. The Employer's Side Joint Chair advised that, going forward from today, the Employer's Side Joint Secretary for the Employer's Side would be Suzanne McLeod.