

Report of the SNCT Support Group

Meetings of the SNCT Support Group took place on 26 November 2015 and 10 February 2016. The SNCT Support Group meets as required between meetings of the SNCT. The meeting on 10 February 2016 was chaired by Councillor John Hampton. The main actions items are noted below for the full SNCT.

- (i) **Salary Conservation:** The Joint Secretaries have written to Councils setting out examples of best practice and containing detailed reports from South Lanarkshire and East Dunbartonshire Councils which set out approaches being taken to minimise the impact on individuals. The Joint Secretaries will issue a letter of advice on adjustments which require to be made to annual leave calculations for those teachers whose salaries will be reduced from 1 April 2016. The Employers' Side intimated its intention to submit a paper to a future meeting of the Group raising an issue relating to the pay of former senior teachers and APTs who had assimilated to the Chartered Teacher scale in August 2003.
- (ii) **Pay and Leave Calculations:** The Support Group received an update on information from payroll providers on the pay and leave specification. This will be followed up by a further meeting with local authority payroll providers. The Group also noted a report of a meeting between SNCT and SPPA representatives. Discussions will continue and the expectation of the Group is that the SPPA would conform to SNCT arrangements. The Group discussed that, if the pay specification cannot be finalised by the end of May 2016, then any change to the current arrangements would be deferred for 12 months and the Group would prepare for full implementation from August 2017.
- (iii) **Workload:** The Group agreed to seek information after the Easter break from LNCT Joint Secretaries on the implementation of the letter of advice JS/15/62 which had been issued 21 December 2015.
- (iv) **Supply Teachers:** The Group considered a paper which reported on the progress on recommendations made by the Supply Teachers' Review Group and the Joint Secretaries' survey on this matter contained in JS/15/60. The paper was approved for consideration by the SNCT on 24 February 2016.
- (v) **Job Sizing FAQs:** The Group noted that the Job Sizing FAQs would be developed following a meeting with a number of job sizing experts. The Group further agreed to raise with the SNCT a request for further national job-sizing training.
- (vi) **Salary Placement of Chartered Teachers appointed to teaching posts in other Council areas:** A draft paper containing proposed Joint Secretaries' advice was considered by the Group. No agreement was reached by the Group. The Teachers' Side intimated that it would like further discussion on this issue at the full SNCT on 24 February 2016.