

### 35 Hour Week Policy – Amendment on Disputes

12.3 Where there is a failure to reach agreement at school level that failure shall be reported, by either side, to the Joint Secretaries of the Shetland LNCT. The Joint Secretaries, or their nominees, shall arrange for the Head Teacher and an appropriate member of the Teachers' Trade Union Side to convene a meeting in an attempt to resolve the issues in dispute.

At that meeting the Head Teacher and Teachers' Trade Union Representative will each present their arguments. Either side may call witnesses to support their case. The Teacher Trade Union Representative may question the Head Teacher and/or his /her witnesses, and the Head Teacher may question the Teacher Trade Union Representative and/or his/her witnesses. The Joint Secretaries, or their nominees, shall have the right to question the Head Teacher and Teacher Trade Union Representative and any appropriate witnesses. Human Resources will be available in an advisory role to support the process.

The Joint Secretaries, or their nominees, shall reach a conclusion about the dispute and their decision will be final and binding. Failure to resolve the dispute at LNCT level will result in the matter being referred to the SNCT.

The previous year's WTA will remain in place until the dispute is resolved. Nothing in this section affects a teacher's right to resort to formal grievance procedures.

Signed on behalf of the Council

Rob Calder

Name

Rob Calder

Designation - Joint Secretary LNCT

Date 22/08/2022

Signed on behalf of the Teachers' Side

Irvine Tait

Name

IRVINE TAIT

Designation - Joint Secretary LNCT

Date

22/08/22