

# Scottish Negotiating Committee for Teachers

**Tuesday 17 January 2006**

The Scottish Negotiating Committee for Teachers met on Tuesday 17 January 2006, in the Offices of the EIS, 46 Moray Place, Edinburgh. Malcolm Maciver was in the Chair.

Present: Teachers' Side: Malcolm Maciver (EIS), Maggie Anderson (EIS)(sub), Jack Barnett (EIS), Eric Baillie (EIS), John Black (EIS), May Ferries (EIS), Douglas Mackie (EIS), Alan Munro (EIS)(sub), Albert McKay (SSTA)(sub), David Eaglesham (SSTA), Maureen Laing (PAT).

COSLA: Councillor Rev Ewan Aitken, Councillor Charles Gray, Councillor Peter McNamara, Councillor Maureen Talac.

Scottish Executive: Philip Rycroft, Donald Henderson.

Joint Secretaries: Drew Morrice (Teachers' Side)  
Stephanie Walsh (Scottish Executive).

In Attendance: Terry Gray (COSLA Secretariat)  
Christine Waterfield (Scottish Executive Secretariat)  
Christine Pollock (COSLA Adviser)  
Gordon Smith (COSLA Adviser)  
Laura Simpson (COSLA Adviser)  
Louise Wilson (Teachers' Side Secretariat)

Apologies were received from Helen Connor (EIS) and Ronnie Smith (EIS).

## Agenda

### 1. Meeting, 22 September 2005

1.1 The note of the meeting held on 22 September 2005 was approved.

### 2. Matters Arising

2.1 It was noted that the Joint Secretaries had to process work with a local authority following a request from an independent SEN school to purchase the job sizing toolkit.

### 3. Joint Chairs Meeting

3.1 The SNCT noted the Joint Chairs meeting held on 19 December 2005.

#### 4. Extended Joint Chairs Meeting

4.1 The SNCT noted the Extended Joint Chairs meeting held on 11 January 2006.

4.2 Arising from the report it was agreed that the Joint Secretaries should write to LNCTs to advise of work undertaken by the SNCT in the review of the National Agreement.

#### 5. Reports from Working Groups

##### 5.1 Conditions of Service Working Group

5.1.1 Following an oral report by Malcolm Maciver the Committee approved a number of amendments to the SNCT Constitution and to the Appeals Procedures which would be appended to the Constitution.

5.1.2 The Committee approved the establishment of a sub-group of the Working Group to consider further the issue of career breaks.

5.1.3 The Committee approved the establishment of a sub-group of the Working Group to consider further conditions of service issues pertaining to Educational Psychologists, Quality Improvement Officers and Educational Support Officers

##### 5.2 Support Staff Working Group

5.2.1 Cllr Peter McNamara provided an oral report of a report undertaken by University of Glasgow. An Insight for the SNCT arising from that report and Action Plan prepared by the Working Group had been issued.

5.2.2 Following the oral report the Committee approved the Action Plan and approved the following actions:

- (a) The Working Group should evaluate and review Annex E of the 2001 Agreement and develop a good practice guide on the implementation of Support Staff to ensure effective deployment and impact on teachers' workload and on teaching and learning.
- (b) The SNCT Joint Chairs should visit those Councils in which the SNCT identified concerns over the implementation of Support Staff.

- (c) The Joint Chairs should write to all Councils to highlight issues arising from the report but which are outwith the SNCT's responsibilities relating to the role of Support Staff in disciplinary procedures arising from undertaking dining room and playground supervision and the management of Support Staff and training issues for managers, teachers and Support Staff.

### 5.3 Review of LNCTs Working Group

- 5.3.1 Following an oral report by May Ferries the Committee approved the immediate issue of a letter from the Joint Secretaries to LNCTs on reporting the operation of working time arrangements at establishment level and on steps undertaken at LNCT level to evaluate the progress in the cultural climate at establishment level.
- 5.3.2 The Committee approved setting up 4 regional events for teachers, to be held during March 2006 to advise on progress towards the delivery of collegiality.
- 5.3.3 The Committee agreed that the outcome from these events would be part of the evidence to be considered in the SNCT meeting in May.

### 5.4 Teacher Workload

- 5.4.1 The Committee noted an oral report from Malcolm Maciver on work undertaken by University of Glasgow, on behalf of the SNCT, on teacher workload.

## 6. SNCT Circulars

- 6.1 The Committee approved draft SNCT/42 Communications Policy following amendment.
- 6.2 The Committee approved in principle draft circular SNCT/43 Adoption Leave and draft circular SNCT/44 Maternity Support and Paternity Leave subject to comments from the Conditions of Service Working Group being incorporated and final approval by the SNCT Joint Chairs.

## 7. SNCT Appeal

- 7.1 The Committee noted the outcome of an appeal held on Tuesday 13 December 2005.

8. Information and Consultation of Employees Regulations

8.1 Following an oral report by the Teachers' Side Joint Secretary on an issue in one Council area the Committee agreed that a letter of advice be sent to LNCTs by the Joint Secretaries.

9. SNCT/33

9.1 The Committee noted that, following consideration of the CPI for 2005, no action was required by the SNCT.

10. Other Business

10.1 The Chair drew the Committee's attention to the promotion to another post of Philip Rycroft and he was warmly thanked for his services to the SNCT over 3½ years.

10.2 In response Mr Rycroft welcomed the effective, harmonious working of the Committee over his time as Joint Chair.

11. Next Meeting

11.1 It was noted that the next meeting would take place on Wednesday 17 May, at 2.00 pm, in the Offices of COSLA, Rosebery House, Edinburgh.