

SCOTTISH NEGOTIATING COMMITTEE FOR TEACHERS

THE SNCT MET ON WEDNESDAY 4 MARCH 2026 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 Richard Bell (Joint Chair)
	Councillor Mandy Watt
	Councillor Gary Robinson
Scottish Government	Orlando Heijmer-Mason (Joint Chair)
	Stuart Robb (Scottish Government)
Teachers' Side	Des Morris (EIS) (Joint Chair)
	Andrea Bradley (EIS)
	Mick Dolan (EIS)
	Sandie Gordon (EIS)
	Heather Hughes (EIS)
	Alison Murphy (EIS)
	Yasmin Murray (EIS)
	Adam Sutcliffe (EIS)
	Peter Brandon (SSTA)
	Seamus Searson (SSTA)
	Tara Lillis (NASUWT)
	Suzanne McLeod (Employers' Side Joint Secretary)
In Attendance	Stuart Bain (Employers' Side Secretariat)
	Julie Bremner (Employers' Side Adviser)
	Kenneth McNamara (Employers' Side Adviser)
	Fiona Thomson (Employers' Side Adviser)
	Stuart Brown (Teachers' Side Joint Secretary)
	Terry Gray (Teachers' Side Secretariat)
	Helena McCormack (AHDS Observer)
	David Barnett (SLS Observer)
Apologies	Councillor Jim Clocherty (COSLA)
	Councillor Louise McAllister (COSLA)
	Alan Crosbie (EIS)
	Valerie Inkster (EIS)
	Jacqui MacKenzie (EIS)
	David Leitch (Scottish Government Joint Secretary)
	Angela Felvus (Scottish Government Secretariat)
	Greg Dempster (AHDS)

1. Welcome and Introductions

- 1.1 The Chair welcome Councillor Bell to his first meeting as COSLA Side Joint Chair and Committee members introduced themselves.
- 1.2 It was agreed that C Clark would be sent up to date lists of Committee members.

2. Minute of previous meeting held on 30 September 2025

- 2.1 It was noted that paragraph 4.2 contained an extra “of the outcome”. It was agreed that this would be deleted and that with this change the minute was approved as a correct record.

3. Matters arising

- 3.1 There were no matters arising.

4. Pay agreement and reopener clause

- 4.1 The Teachers’ Side Joint Chair raised the issue of the wording of the circular SNCT 26-107 SNCT Reopener Clause highlighting that the Teachers’ Side believed there was an error with the wording. While it was clear that the reopener clause was triggered if CPI over the relevant period was more than 3.25% by 0.5 of a percentage point or greater, the wording in square brackets was not accurate.
- 4.2 It was agreed that this error would be remedied and the circular would be reissued.

5. Reduction in Class Contact Time

- 5.1 Teachers’ Side Joint Chair reported that following the submission of the Scottish Government paper dated 4 February 2026, which was explored at the meeting of the RCCT Sub-Group on 5 February, the Teachers’ Side had undertaken to give a full response to the paper as soon as possible .This was set out in the paper sent to Scottish Government and COSLA on 25 February 2026, which was a unanimous response from the Teachers’ Side and which was to be discussed at the meeting of the RCCT Sub-Group immediately after this meeting of the SNCT.
- 5.2 Teachers’ Side Joint Chair advised that the statutory ballot being undertaken by the EIS closed today and the result was imminent.
- 5.3 Teachers’ Side Joint Chair further commented that the dispute lodged by the Teachers’ Side over a year ago was still extant and that a proposal was put forward in an effort to resolve the dispute. While it was acknowledged there would be some work to do in drafting, Teachers’ Side believed that the paper could be the basis for an agreement that could be sufficient to resolve the dispute.

- 5.4 Teachers' Side Joint Chair concluded that the issues of precarity of employment and the workload crisis could be alleviated if an agreement could be reached which would also make progress on promises made by Scottish Government and COSLA. The EIS was keen to resolve the dispute without the need to resort to industrial action but would move forward with industrial action if necessary.
- 5.5 The Scottish Government confirmed that it remained committed to deliver on reduced class contact time and was wholly committed to avoiding industrial action. The result of the ballot was awaited, and the outcome will be noted when available.
- 5.6 COSLA acknowledged the Teachers' Side paper received on 25 February 2026 and was aware of the timing of the ballot. It had been the intention to discuss a position on the Teachers' Side paper but there had not been time to properly assess the paper in advance of the COSLA Leaders meeting on 27 February 2026 and the paper had not been discussed. There would not be a COSLA Leaders meeting in March as the COSLA Convention was held on the last Friday in March which meant there would be no COSLA Leaders until the end of April. It was possible to call an emergency meeting of COSLA Leaders if there was a need for a decision, however this would be a decision for the COSLA Leadership Board to make.

6. Report from SNCT Support Group

- 6.1 A report of the SNCT Support Group held on 10 February 2026 was noted.
- 6.2 Teachers' Side Joint Chair made specific comment on item 4 of the report which related to the issues miscarriage special leave, paid leave for fertility treatment and supply teachers' pay. While Teachers' Side acknowledged that these issues had been discussed, given the time that had elapsed since these matters were brought forward by Teachers' Side, it was the intention of Teachers' Side to bring forward proposed amendments to the SNCT Handbook in an effort to move these along.
- 6.3 It was noted that both COSLA and Scottish Government colleagues would wish advance sight of any proposals when available. Teachers' Side Joint Secretary advised that updates would be provided through Joint Secretaries.

7. Job Sizing Review Group

- 7.1 It was reported that it was the intention that the revised job sizing guidance, questionnaire and toolkit would be issued by 1 April, if not before.
- 7.2 The budget responsibilities paper was withdrawn with COSLA advising that they required further time to consult with advisers.
- 7.3 The work of the Job Sizing Review Group and the National Job Sizing Co-ordinators was commended.

8. Items for homologation

- 8.1 With the matter dealt with under item 4 above noted the Committee homologated the circulars SNCT 25-106 Pay Agreement, August 2025 to July 2027 and SNCT 26-107 Reopener Clause.

9. Future SNCT meeting dates

- 9.1 It was noted that the dates for the next two meetings of the Committee were scheduled for 21 May 2026 (AGM) and 23 September 2026. Both would commence at 2pm and be held in EIS HQ with the ability to join online.

10. AOCB

- 101 There was none.