

## SNCT Report

The SNCT met on Monday 22<sup>nd</sup> June 2015 for the Annual General Meeting.

Appointments Approved.

### Joint Chairs for 2015/16

CLlr Billy Hendry (Employers Side), Clare Hicks (Scottish Government) and Tom Tracey (Teachers Side).

### Joint Secretaries for 2015/16

Drew Morrice (Teachers Side), Stephanie Walsh (Scottish Government), Tom Young (Employers Side).

### SNCT Membership for 2015/16

Scottish Government –No change, Teachers Side –TBA, Employers Side – No Change

### Reports from the SNCT Working Groups

The report of the LNCT Review Group, covering conservation, workload and the 2013/15 pay agreement was noted. It was also agreed that the Joint Secretaries should coordinate a further survey of councils in relation to salary conservation issues. The report of the Conditions of Service Working Group covering Pay and Leave specification, Shared Parental Leave and Pay and the Supply Teachers Working Group was noted. A finalised version of the specification for pay and conditions of service calculations was submitted and noted.

There followed a discussion on the merits of amalgamating the two SNCT Working Groups into one new group. This was agreed subject to appropriate adjustments in relation to membership of the successor group.

### Pay and Conditions Negotiations

Clare Hicks summarised the present state of the pay and conditions negotiations which had resulted in a stalemate and a present position of 'failure to agree'. The report was noted. Reference was made to the 'Outcomes Group' and its deliberations on teacher numbers. It was further noted that this group was scheduled to meet over the summer.

### Joint Secretaries Letters

JS15/53 – Conservation Arrangements and JS 15/54 Shared Parental Leave (Model Application Forms), were submitted and noted.

### SNCT Circulars Homologated

SNCT Circular 15/52 Family Leave (Revised) was submitted and homologated.

The SNCT met again on Monday 26 October 2015

#### Proposed Pay Agreement

All sides agreed the proposed pay agreement for 1 April 2015 to 31 March 2017. Teachers' side thanked the negotiators and noted that the collegiate approach through the SNCT works well. Employers' side and Scottish Government also acknowledged the hard work of all involved. It was agreed that pay circulars would follow shortly once finalised. Teachers' side hoped that all local authorities would be able to implement the pay award as soon as possible in time for Christmas pay.

#### Report of the SNCT Support Group

The remit for the new group was agreed and report of its first meeting was noted.

#### Joint Secretaries letters.

These included: (i) JS 15/55 - National Pay Specification, (ii) JS 15/56 – Supply teachers' Pay, (iii) JS 15/57 - Family Leave - (iv) JS 15/58 -Pay Specification update.

The last meeting of the SNCT was on 24th February 2016

A proposed redraft of the SNCT Handbook at Paragraph 7.1.8 was discussed.

#### Reports from the SNCT Working Groups

The Supply Teachers Review Group report was noted this included teacher recruitment and the report of the Teacher Workforce Planning Advisory group. The newly formed Strategic Board for Teacher Education reported on intentions for future action.

A policy on Salary Placement of Chartered Teachers appointed to teaching posts in other Council area was discussed. No agreement was reached and it was decided that this is to be returned to at a future meeting.

COSLA requested that the SNCT consider setting up a joint working group to consider employee wellbeing the intention would be to consider attendance management, employee wellbeing and the costs of occupational sick pay. This was agreed.

#### Joint Secretaries letters

(i) JS/15/63 Family Leave, (ii) JS/15/62 Managing Teacher Workload and (iii) JS/15/61 Conservation Arrangements were noted.

