

SNCT Working Group Report

08 October 2015

The group had its inaugural meeting.

The report of the meeting held on 23 April 2015 was approved as a correct record. Following discussion on conservation of salary it was noted that the Joint Secretaries would be collating up to date information from Councils. In relation to teacher workload it was noted that additional examples of good practice had been placed on the SNCT website and that the group will continue to liaise with the Tackling Bureaucracy Working Group. The Working Group noted progress on pay and leave calculations specifications. The Working Group noted a further change to Family Leave to deal with an omission arising from the circumstances for claiming parental leave. As there were other issues relating to leave being considered it was decided that no change would be made to the handbook at that time.

The Supply Teachers Working Group spoke to a report on a Joint Secretaries meeting with LUMESSE (providers of the myJobScotland platform), to consider a national supply teacher database was heard. It was noted that a meeting with SEEMIS will be progressed as soon as practicable. The Committee approved a draft specification for the supply booking system. A draft job sizing FAQ was considered. Following initial discussion of a paper that had been submitted by the employer's side entitled 'Salary Placement of Chartered Teachers who are appointed to teaching posts in other Council areas' it was agreed to consider this further at a future meeting.

26th November 2015

The working group met to consider a progress report on the number of teachers affected by the loss of lifetime conservation after 31 March 2016. The Support Group noted that replies had been received from all 32 local authorities. The Group commended the work done in East Dunbartonshire and South Lanarkshire and agreed that the practice of allocating commensurate duties should continue. Following discussion, powers were given to the Joint Secretaries to write to Councils in order to share examples of best practice and to encourage use of all resources to mitigate the impact of the disappearance of lifetime conservation. The workload agreement set out in SNCT 15-54 Pay and Conditions Agreement 2015-2017 was also noted. The Teachers' Side welcomed the commitment to addressing workload in the SNCT 2015-17 Pay and Conditions Agreement. Following discussion, the Group agreed to issue early advice to Councils via a Joint Secretaries' letter to encourage schools to reflect on workload when devising their school improvement plans.

Under business concerning Pay and Leave Calculations the group heard an update on the draft specification and discussions with Scottish Payroll Providers and the Scottish Public Pensions Agency. This was followed by an update regarding Family Leave. Powers were given to the Joint Secretaries to issue a letter of advice covering Statutory Maternity Pay and Occupational Maternity Pay. The group heard from the Supply Teachers' Working Group that JS/15/60 had been issued along with an accompanying survey. Further meetings with SEEMIS and LUMESSE re a supply teachers register were scheduled before the end of 2015. In addition, a meeting between SNCT and GTCS representatives was to be arranged for January 2016.

Following discussion on a Job Sizing FAQ the SNCT Support Group agreed to organise a meeting in Glasgow at which experienced job sizing co-ordinators would be invited to attend.

The Teachers' Side tabled a draft wording for a proposed Joint Secretaries letter of advice regarding 'Salary Placement of Chartered Teachers who are appointed to teaching posts in other Council areas' and the Employer's Side agreed to consider this.

10th February 2016

It was noted that the Joint Secretaries' Letter JS/15/61 regarding Salary Conservation advice and JS/15/62 regarding Teacher Workload had been issued since the last meeting. The Group heard an update regarding business on Pay and Leave Calculations concerning the draft specification and talks with Scottish Payroll Providers and the Scottish Public Pensions Agency and considered options for implementation of the specification. Changes to Handbook of Conditions of Service concerning Family Leave were discussed it was noted that Joint Secretaries' Letter JS/15/63 had been issued. The Teachers' side also discussed a proposed redraft of Handbook para 7.1.8. The group heard an update from the Supply Teachers' Working Group regarding the development of an online supply booking system. The group also heard an update on the development of the proposed workshop for experienced Job Sizing Co-ordinators re development of FAQs. The Teachers' Side response to the Employers Side proposals for 'Salary Placement of Chartered Teachers who are appointed to teaching posts in other Council areas or within their own Council area' was discussed.

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Convener