

## **Report of the Salaries and Conditions of Service Committee.**

The committee met in June 2015 prior to the SNCT meeting to consider our response to the latest proposals in the 2015-2017 pay and conditions negotiation. The offer on the table at that time was rejected, other unions agreed with this position and this resulted in a 'failure to agree'. The other parties involved stated that they would return to the negotiating table at a later date with a renewed offer. The committee noted Joint Secretaries letters regarding Conservation Arrangements, Shared Parental Leave, Remote Schools and Distant Islands Allowances and Residential Special Schools Allowances. SNCT circulars that had been homologated into the Hand Book re Family Leave were also considered.

At the SNCT meeting the LNCT Review Group and the Conditions of Service Working Group were dissolved and the work undertaken by these committees was subsumed under the auspices of a new group called the SNCT Support Group. The SSTA are represented on this body.

A new Pay and Conditions offer was received and the Committee met prior to the SNCT meeting of the 26<sup>th</sup> of October to consider it. Members of the committee were minded to accept and this decision was communicated to the Teachers Side of the SNCT. Other unions agreed with our standpoint and this was taken forward to the next stage of negotiation. The main business of the SNCT meeting was to reach a negotiated settlement on pay and conditions of service for the period between April 1<sup>st</sup> 2015 and March 31<sup>st</sup> 2017. The Agreement was ratified and SNCT circular 15/54 was sent out to all concerned parties by the Joint Secretaries.

In October the committee met to discuss the implications of the National Payroll Specification, Supply Teachers Pay and alterations to Family Leave. Joint Secretaries letters regarding these matters were noted. An SNCT circular that had been homologated into the Hand Book re Remote Schools and Distant Islands Allowances was also noted.

In March the committee met to consider business raised at the SNCT in February including the Supply Teachers Review Group report which included Teacher Recruitment, Workforce Planning, information about the newly established Strategic Board for Teacher Education, a policy document on Salary Placement of Chartered Teachers Appointed to Teaching Posts in Other Council Areas and a proposal to set up a committee to work on Employee Wellbeing. The Committee also discussed the content of the report of the SNCT Support Group. Business overtaken by this body that has not already been covered in this section of the report related to Pay and Leave Calculations, Workload and Job Sizing FAQs. A proposed redraft of the Handbook that relates to temporary employee's entitlements to Family Leave was also discussed. Joint Secretaries letters concerning consistency of practice regarding Family Leave provision, a reminder to LNCTs to draw attention to the terms of the current pay and conditions agreement relating to WTAs, Managing Teacher Workload and Conservation Arrangements were also considered.

### **The Career Structure Working Group.**

This sub group of the committee have met prior to main meetings. Agreement has been reached on proposals regarding a new career structure for teaching staff seeking posts with greater responsibility. A framework for Middle Management in subject related positions, Guidance and Support for Learning has been formulated. The next step is to consult with the Senior Managers Committee in order to identify areas of responsibility which could be grouped into designated posts. The Working Group are also considering existing models of Conditions of Service and the remuneration of teachers who take on posts with additional responsibility in the UK and Ireland. This will inform the policy document which will be produced at the end of this process.

I would like to thank all members of the committee and SSTA staff for the time and effort they have dedicated to drive forward and facilitate the work of the committee over the past year.

Catherine Nicol.

Convener.