

## Salaries and Conditions of Service Report

29<sup>th</sup> May 2015

The Committee welcomed the new General Secretary (GS) Seamus Searson who was attending as an observer.

The Committee considered and noted papers regarding Flexible Working and Shared Parental Leave. SSTA Working Time Agreement (WTA) Advice to Members was out of date. It was agreed that Committee members would consider the current documents and make suggestions as to changes that were necessary. SSTA staff would work on necessary amendments.

The Committee went on to hear a report on the Pay Claim which outlined the Management Side (MS) offer at that time. Following consideration of the proposals the Committee agreed that the negotiations should continue. The Committee also heard on a report regarding an E -portfolio Initiative put forward by the GTCS for recording CPD. One member of the committee volunteered to attend meetings of the group concerned.

The Convener stated his intention to step down from this position due to his installation as President of the Association. The Minute Secretary for the Committee announced his intention to step down from this position. An election was held that paid due regard to the regulations stated in the Constitution of the SSTA.

Catherine Nicol was elected as Convener, Sally Shearer was elected as Vice- Convener and Sid Sandison was elected as Minute Secretary.

27<sup>th</sup> August 2015

### Advice Notes

The GS reported that the Advice Sheet on Shared Parental Leave had been completed and this would be brought before the Committee at the next meeting.

### Supported Study

The Committee heard from the GS that a paper on Supported Study Pay Rates had been put forward to the Education Committee and this paper was discussed.

### Salaries and Conditions of Service Agreement

The Committee heard about the group of four authorities who had left COSLA and that it had been proposed that a nominated representative of this group would attend COSLA meetings. The Committee then considered a paper which outlined the latest pay offer from the MS. This included a two tier pay rise totalling 2.5% between 1st April 2015 and 31<sup>st</sup> March 2017 and a statement on Teacher Workload. The offer also included commitments to maintain teacher numbers throughout the term of this pay deal from the Scottish Government. The Government Side also agreed that Local Authorities would be allowed to pay Supply Teachers the full rate of pay from the first day of their contract. After lengthy discussion the Committee decided to accept this offer and agreed to issue a press release to this effect at the same time as the EIS.

### Workload Survey

The themes that could be used to Head Questions under and the content of possible questions were discussed. It was decided to form a sub group which would meet following the next meeting.

24<sup>th</sup> September 2015

The GS reported that he had been invited to attend the Teacher Summit and that he would be attending a meeting with SNP members. He would also be attending a meeting with West Dunbartonshire Authority regarding the intention to move towards appointing Faculty Heads rather than Principal Teachers.

### Advice Notes

The Committee heard that an advice note regarding managing Teacher Workload had been completed and was ready for publication. The restructuring of working Groups within the SNCT was discussed and the President raised a concern that apparently some schools were carrying out WTA negotiations without a School Improvement Plan (SIP) being in place.

The committee agreed that amendments to the SSTA Advice Note regarding WTA negotiation would be required following the ratification of the Pay and Conditions of Service Agreement. The GS agreed to take this forward.

### Salaries and Conditions of Service Negotiations.

The Committee heard that the NASUWT had rejected the offer and that the EIS had to ballot members but were recommending acceptance. The Committee then went on to consider the motions which had been put forward to Council regarding instigation of a formal ballot and the merits of consultation with members using electronic media in future pay and conditions negotiations.

### Managing Teacher Workload

The Convener presented a draft paper on to be issued to District Secretaries (DS) and School Representatives (SR) following finalisation of the 2015-2017 Pay Agreement. The Committee agreed to some changes and the GS agreed to circulate the final draft to members for approval before it was issued to DS and SR.

The Committee went on to Consider SNCT Salary tables and action to be taken by SSTA staff to contact and support members who were to be affected by the cessation of Salary Conservation in April 2016.

### Parental Leave

An updated Advice note was considered and the committee agreed that this should be distributed and published on the SSTA website.

### Supported Study

The Advice note approved by the Education Committee was considered. Committee members agreed that amendments should be made to this document before it was issued to DS.

## Pensions

The Committee heard a report from the GS about the Pensions Advice events that were being delivered and the Committee discussed Early Retirement Buy Out (ERBO) arrangements. The GS agreed to write to the Scottish Government regarding this issue and confirmed that Guidance on Pensions and changes affecting members had been uploaded onto the SSTA website.

## Sub Group on Career Structure.

It was agreed that a sub group would convene to establish a framework which could provide an alternative to that currently in operation.

## Sub Group Workload Survey.

The SSTA survey on workload was discussed and it was thought that questions regarding Multi-Course Teaching should be included. The SSTA will present its findings to the SQA.

25<sup>th</sup> November 2015

The committee heard that Salary Scales had been issued to schools and that at least one authority had not issued advice to teachers who would be affected by changes to salary conservation. The GS confirmed that he had received a reply regarding ERBO and this had been shared with Executive. The committee heard about difficulties regarding payment of back dated pay in a few Local Authorities.

## SNCT

The Committee heard a report from the Convener regarding updates to the SNCT Handbook. The Convener attends SNCT Support Group meetings and the committee heard an update on the ongoing work regarding, National Pay Specifications, Job Sizing Toolkits, Supply Teachers Pay and a National Registration Service for Supply Staff.

## Trade Union Bill

The GS highlighted how the SSTA are raising awareness amongst members of the implications of the proposed Bill and stated that he would raise this in his next report to Council and the next SSTA Bulletin.

## SQA Workload

It was decided that a sub group of the committee would be formed to formulate questions which would be included in the SQA Workload survey.

## Career Structure Sub Group

The committee heard an update from the sub group.

March 2<sup>nd</sup> 2016

The Committee heard that the Workload Survey had been completed and the information from that has been used very successfully for press releases.

#### Supply Teachers Review Group Report

The Convener gave a report on the work of this group this included teacher recruitment, the National Supply Register and Workforce Planning, Workload, Salary Conservation, Pay and Leave Year Calculations and Job Sizing FAQs.

LNCTs are to be asked to report to the SNCT regarding their actions with regard to Tackling Bureaucracy and Workload and SIPs. The Committee heard that an SSTA WTA bulletin would be issued. The SNCT group will seek information post Easter.

The Convener also reported on the SNCT meeting where Family Leave and Employee Wellbeing were discussed in addition the topics outlined above.

The committee requested that the GS contact organisations who may supply us information on rate of teacher death in service and also life expectancy post retirement. The committee wish to determine if any changes had been caused by the rise in pension age.

#### Career Structure Sub Group

The committee heard an update from the sub group.

#### **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.

