

Notice of Meeting and Agenda

Renfrewshire Council Joint Negotiating Committee for Teaching Staff

Date	Time	Venue
Tuesday, 06 February 2018	14:00	Corporate Meeting Room 2, Council Headquarters, Renfrewshire House, Cotton Street, Paisley, PA1 1AN

KENNETH GRAHAM
Head of Corporate Governance

Representing Renfrewshire Council Management

Provost Cameron; Councillor Paterson; S Quinn, Assistant Director (Education); G McKinlay, Head of Service; J Trainer, Head of Early Years & Inclusion; M Convery, Head Teacher, St James Primary School; M Dewar, Head Teacher, Parkmains High School; A Hall, Education Manager (Development); L McAllister, Education Manager (Curriculum & Early Years); and L Mullin, Principal HR & OD Adviser (Finance & Resources).

Representing Renfrewshire Council Teaching Staff

K Fella, R Hannah, A Howie, J McCusker, M Russell, JP Tonner J Welsh and H Whittle, (all EIS); M Greenlees (SSTA) and S McCrossan (Adviser to the Teachers' side).

Further Information

This meeting is held in private and is not open to members of the press or public.

A copy of the agenda and reports for this meeting will be available for inspection prior to the meeting at the Customer Service Centre, Renfrewshire House, Cotton Street, Paisley and online at www.renfrewshire.cmis.uk.com/renfrewshire/CouncilandBoards.aspx

For further information, please either email democratic-services@renfrewshire.gov.uk or telephone 0141 618 7112.

Items of business

Apologies

Apologies from members.

Declarations of Interest

Members are asked to declare an interest in any item(s) on the agenda and to provide a brief explanation of the nature of the interest.

- | | | |
|----------|--|----------------|
| 1 | Minute of Previous Meeting | 3 - 6 |
| | Minute of previous meeting held on 14 November 2017. | |
| 2 | Additional Absence Information | 7 - 8 |
| | Report by Principal HR & OD Advisor | |
| 3 | School Holiday Arrangements School Session 2019/12 | 9 - 18 |
| | Report by Joint Secretary (Management Side). | |
| 4 | SNCT Pay Agreement | 19 - 30 |
| | Report by Joint Secretary (Management Side). | |
| 5 | Teachers' Pay Award 2017/18 | 31 - 32 |
| | Report by Joint Secretary (Teachers' Side) | |
| 6 | Pupil Voice | 33 - 34 |
| | Report by Joint Secretary (Teachers' Side) | |
| 7 | Regional Collaboratives | 35 - 36 |
| | Report by Joint Secretary (Teachers' Side) | |
| 8 | Date of Next Meeting | |
| | Note that the next meeting will be held on Tuesday 20 March 2018 at 2.00 pm. | |

Minute of Meeting

Renfrewshire Council Joint Negotiating Committee for Teaching Staff

Date	Time	Venue
Tuesday, 14 November 2017	14:00	Corporate Meeting Room 2, Council Headquarters, Renfrewshire House, Cotton Street, Paisley, PA1 1AN

Representing Renfrewshire Council Management

S Quinn, Assistant Director - Schools, G McKinlay, Head of Schools, J Trainer, Head of Early Years & Inclusion, M Convery, Head Teacher (St James' Primary School), L McAllister, Education Manager (Curriculum and Early Years) and A Hall, Education Manager (Development) (all Children's Services); and L Mullin, Principal HR & OD Advisor (Finance & Resources).

Representing Renfrewshire Council Teaching Staff

K Fella, R Hannah, M Russell, JP Tonner, J Welsh and H Whittle (all EIS); and S Dargie (SSTA).

In Attendance

S Fanning, Principal OD and HR Adviser and D Low, Senior Committee Services Officer (both Finance & Resources).

Apologies

Provost Cameron and Councillor Paterson; M Dewar, Head Teacher (Park Mains High School) (Children's Services); A Howie (EIS); M Greenlees (SSTA); and S McCrossan (Adviser to Teachers' Side).

Appointment of Chairperson for Meeting

In accordance with the terms of the local recognition and procedure agreement, which stated that the Chair of the Committee should alternate between the two sides comprising the Renfrewshire Council Joint Negotiating Committee for Teaching Staff, it was agreed that John Welsh would chair this meeting of the Renfrewshire Council Joint Negotiating Committee for Teaching Staff.

DECIDED: That John Welsh chair this meeting of the Renfrewshire Council Joint Negotiating Committee for Teaching Staff.

1 Minute of Previous Meeting

There was submitted the Minute of meeting held on 5 September 2017.

DECIDED: That the Minute be approved.

2 Absence Statistics - 2017/18 Quarter 1 and Quarter 2

There was submitted a report by the Joint Secretary (Management Side) relative to the Council's absence statistics for the period 1 April to 30 June 2017 and 1 July to 30 September 2017 (Quarters 1 and 2). The report provided information in relation to absence targets and how services and categories of staff had performed against them. An analysis of the reasons for absence for the period was included in the report. Information was also provided on supporting attendance activity levels by service and costs of sick pay and the overall number of days lost for Quarters 1 and 2. The absence statistics would in future be reported to appropriate meetings of the JNC on a quarterly basis.

DECIDED: That the report be noted.

3 School Holiday Arrangements School Session 2018/19

There was submitted a report by the Joint Secretary (Management Side) relative to the proposed local school holiday arrangements for the school session commencing in August 2018.

The report intimated that in line with the normal consultation arrangements, three potential options had been circulated to staff, parent councils, pupil councils, teaching and other trade unions for consideration. These proposals were detailed in appendices to the report. The school holiday proposal preferred by the majority of those who had submitted responses to the consultation was detailed in appendix 3 to the report with appendices 1 and 2 showing the holiday patterns less favoured and appendix 4 providing an analysis of the responses.

DECIDED: That the school holiday arrangements for academic year 2018/19 as detailed in Appendix 3 to the report be noted.

4 Standardised Testing

There was submitted a report by the Joint Secretary (Teachers' Side) relative to the Scottish Government launch of the Scottish National Standardised Assessments for use with P1, P4, P7 and S3 for this session and beyond.

The report referred to a previous report submitted to the meeting of the JNC held on 5 September 2017 which reiterated the EIS position that all assessments should support learning, should be timed appropriately and should not be conducted with whole cohorts at once. Reassurance was sought that the model of standardised testing being adopted within Renfrewshire schools had regard to EIS policy, the position on the status of the previous model of testing in Renfrewshire and SNCT guidance on teacher workload.

The Assistant Director – Schools advised that each school would determine how to implement the standardised testing in terms of the school's support for learning. He outlined the costs of supporting standardised testing would be met and intimated that any data collected would not be used to judge a school's performance but instead to support improvement.

DECIDED: That the position be noted.

5 ICT Strategy

There was submitted a report by the Joint Secretary (Teachers' Side) relative to the application of the Council's ICT Acceptable Use Policy in schools. It was agreed that a meeting would be arranged between the Management and Teachers' side in relation to this matter.

DECIDED: That it be agreed that a meeting be arranged between the Management and Teachers' sides in relation to this matter.

6 Date of Next Meeting

It was noted that the next meeting of the Renfrewshire Council Joint Negotiating Committee for Teaching Staff would be held on 6 February 2018 at 2.00 p.m.

Renfrewshire Joint Negotiating Committee for Teachers

To: Renfrewshire Joint Negotiating Committee for Teachers

On: 6 February 2018

Report Heading: Additional absence information

1. Background

- 1.1 At the last JNC on 14 November 2017, information relating to teacher's sickness absence, Psychological (work related) was requested by the Trade Unions.

2. Recommendation

- 2.1 It is recommended that the content of the report is noted.

3.0 Psychological (work related) information

The following table identifies the time period, the number of working days lost by the teachers through Psychological (work related) and expressed as a percentage, the working days lost though when compared to the overall teacher's working days lost sickness absence categories.

Quarter ended	Days lost	% of overall absence	Quarter ended	Days lost	% of overall absence
June 2016	141	1.8%	June 2017	194	7%
September 2016	0	0%	September 2017	15	1.1%
December 2016	70	2.3%	December 2017	120	3.2%

In relation to the current cases, highlighted by the working days lost during the quarter ending December 2017, HR are fully aware of the circumstances and the teachers are being supported.

Support mechanisms to remove or reduce Psychological (work related) issues include:

- Referral to the Occupational Health Service;
- Stress risk assessments processes;
- Employee Counselling; and
- Cognitive Behavioural Therapy.

Renfrewshire Joint Negotiating Committee for Teachers

To: Renfrewshire Joint Negotiating Committee for Teachers

On: 6 February 2018

**Report by
Head of Schools**

School Holiday Arrangements School Session 2019/20**1. Background**

- 1.1. Each year the education and children's services policy board is asked to determine a framework for school holiday arrangements for the session beginning in August of the following year.
- 1.2. Consultation has taken place with teaching and other unions, parent councils, pupil councils, head teachers and staff on four possible proposals. The preferred proposal is attached as appendix 1 to this report, which was approved at the education and children's services policy board on 18 January 2018.

2. Recommendation

- 2.1. It is recommended that the JNC notes the school holiday arrangements for academic year 2019/2020 in line with appendix 1 of this report.



To: Education and Children's Services Policy Board

On: 18 January 2018

Report by: Director of Children's Services

Heading: School Holiday Arrangements School Session 2019/2020

1. Summary

- 1.1. The education and children's services policy board is asked to determine the pattern of school holiday arrangements for the school session beginning August 2019.
 - 1.2. In line with consultation arrangements, four possible proposals were circulated to staff, parent councils, pupil councils, teaching and other trade unions for consideration.
 - 1.3. The school holiday proposal preferred by the majority of consultees is detailed in appendix 1 to this report with appendices 2, 3 and 4 showing the holiday patterns less favoured. Appendix 5 is a summary of consultation responses.
-

2. Recommendations

- 2.1. Members of the education and children's services policy board are asked to authorise the director of children's services to set school holiday arrangements for academic year 2019/2020 in line with appendix 1 to this report.
-

3. Background

- 3.1. Each year the education and children's services policy board is asked to determine a framework for school holiday arrangements for the session beginning in August of the following year.
- 3.2. Consultation has taken place with staff, parent councils, pupil councils, teaching and other trade unions for consideration on four possible proposals. The preferred proposal is attached as appendix 1 to this report.

- 3.3. The recommended arrangements attached are the best match possible to those being considered by neighbouring councils given the varying fair holiday arrangements.
- 3.4. The proposed patterns meet, where possible, the majority of the desirable features which are:
- aligning the dates of major holidays with those of neighbouring councils;
 - providing a two week break at Christmas, including Christmas eve;
 - providing a mid-term break in February; and
 - providing a two week school holiday in spring.
-

Implications of this report

- 1. Financial Implications**
None.
- 2. HR and Organisational Development Implications**
None.
- 3. Community Plan/Council Plan Implications**
None.
- 4. Legal Implications**
None.
- 5. Property/Assets Implications**
None.
- 6. Information Technology Implications**
None.
- 7. Equality and Human Rights Implications**
The Recommendations contained within this report have been assessed in relation to their impact on equalities and human rights. No negative impacts on equality groups or potential for infringement of individuals' human rights have been identified arising from the recommendations contained in the report because for example it is for noting only. If required following implementation, the actual impact of the recommendations and the mitigating actions will be reviewed and monitored, and the results of the assessment will be published on the Council's website.
- 8. Health and Safety Implications**
None.
- 9. Procurement Implications**
None.
- 10. Risk Implications**
None.
- 11. Privacy Impact**
None.

12. Cosla Policy Position

None.

List of Background Papers

- (a) Background Paper 1: Proposed School Holiday Arrangements – 2018/2019

The foregoing background papers will be retained within children's services for inspection by the public for the prescribed period of four years from the date of the meeting. The contact officer within the service is (Laura Baillie, Resources Support Manager, 0141 618 7185, laura.baillie@renfrewshire.gov.uk)

*Children's Services
GM/LB
6 December 2017*

Author: Laura Baillie, Resources Support Manager, 0141 618 7185,
laura.baillie@renfrewshire.gov.uk

Appendix 1

Renfrewshire Council			
			2 in-service days on return in August
			1 Day St Andrews Day
	Proposed School Holiday Arrangements		Finish Friday 20 December 2019
			2 Day February Break
			2 Days End of May
	2019/2020		Finish 26 June 2019
			Inservice days before holidays
Option A			
Term	Break	Dates of Attendance	
First		In-Service Day - Closed for Pupils Only	Tuesday 13 August 2019 (IS)
		In-Service Day - Closed for Pupils Only	Wednesday 14 August 2019 (IS)
		Schools Re-Open	Thursday 15 August 2019
	Local Holiday/Closed	Schools Closed	Friday 27 September 2019
		Schools Closed	Monday 30 September 2019
		Schools Re-Open	Tuesday 1 October 2019
	Mid Term	In-Service Day - Closed for Pupils Only	Friday 11 October 2019 (IS)
		Schools Closed	Monday 14 October 2019
		Schools Closed	Tuesday 15 October 2019
		Schools Closed	Wednesday 16 October 2019
		Schools Closed	Thursday 17 October 2019
		Schools Closed	Friday 18 October 2019
		Schools Re-Open	Monday 21 October 2019
Second	St Andrew's Day	Schools Closed	Monday 2 December 2019
		Schools Re-open	Tuesday 3 December 2019
	Christmas	Schools Closed	Monday 23 December 2019
		Schools Closed	Tuesday 24 December 2019
		Schools Closed	Wednesday 25 December 2019
		Schools Closed	Thursday 26 December 2019
		Schools Closed	Friday 27 December 2019
		Schools Closed	Monday 30 December 2019
		Schools Closed	Tuesday 31 December 2019
		Schools Closed	Wednesday 1 January 2020
		Schools Closed	Thursday 2 January 2020
		Schools Closed	Friday 3 January 2020
		Schools Re-Open	Monday 6 January 2020
Third	Mid-Term	In-Service Day - Closed for Pupils Only	Friday 7 February 2020 (IS)
		Schools Closed	Monday 10 February 2020
		Schools Closed	Tuesday 11 February 2020
		Schools Re-Open	Wednesday 12 February 2020
	Spring	Schools Closed	Friday 3 April 2020
		Schools Closed	Monday 6 April 2020
		Schools Closed	Tuesday 7 April 2020
		Schools Closed	Wednesday 8 April 2020
		Schools Closed	Thursday 9 April 2020
		Schools Closed	Friday 10 April 2020
		Schools Closed	Monday 13 April 2020
		Schools Closed	Tuesday 14 April 2020
		Schools Closed	Wednesday 15 April 2020
		Schools Closed	Thursday 16 April 2020
		Schools Closed	Friday 17 April 2020
		Schools Re-Open	Monday 20 April 2020
Teachers Return -	May Day	In-Service Day - Closed for Pupils Only	Friday 1 May 2020 (IS)
		Schools Closed	Monday 4 May 2020
		Schools Re-Open	Tuesday 5 May 2020
	Local Holiday/Closed	Schools Closed	Friday 22 May 2020
		Schools Closed	Monday 25 May 2020
		Schools Re-Open	Tuesday 26 May 2020
	End of session	Schools Closed	Monday 29 June 2020
Teachers Return - Wednesday 12 August 2020			
(IS) - In-Service Day			
In-Service Days (Only Staff Attend on these days - No Pupils)			
	Tuesday	13/08/19	
	Wednesday	14/08/19	
	Friday	11/10/19	
	Friday	07/02/20	
	Friday	01/05/20	

Appendix 2

Renfrewshire Council			
			2 in-service days on return in August
			1 Day St Andrews Day
			Finish Friday 20 December 2019
			2 Day February Break
			1 Day End of May Break
			Finish 25 June 2019
			Inservice days before holidays
Option B			
Term	Break	Dates of Attendance	
First		In-Service Day - Closed for Pupils Only	Tuesday 13 August 2019 (IS)
		In-Service Day - Closed for Pupils Only	Wednesday 14 August 2019 (IS)
		Schools Re-Open	Thursday 15 August 2019
	Local Holiday/Closed	Schools Closed	Friday 27 September 2019
		Schools Closed	Monday 30 September 2019
		Schools Re-Open	Tuesday 1 October 2019
	Mid Term	In-Service Day - Closed for Pupils Only	Friday 11 October 2019 (IS)
		Schools Closed	Monday 14 October 2019
		Schools Closed	Tuesday 15 October 2019
		Schools Closed	Wednesday 16 October 2019
		Schools Closed	Thursday 17 October 2019
		Schools Closed	Friday 18 October 2019
		Schools Re-Open	Monday 21 October 2019
Second	St Andrew's Day	Schools Closed	Monday 2 December 2019
		Schools Re-open	Tuesday 3 December 2019
	Christmas	Schools Closed	Monday 23 December 2019
		Schools Closed	Tuesday 24 December 2019
		Schools Closed	Wednesday 25 December 2019
		Schools Closed	Thursday 26 December 2019
		Schools Closed	Friday 27 December 2019
		Schools Closed	Monday 30 December 2019
		Schools Closed	Tuesday 31 December 2019
		Schools Closed	Wednesday 1 January 2020
		Schools Closed	Thursday 2 January 2020
		Schools Closed	Friday 3 January 2020
		Schools Re-Open	Monday 6 January 2020
Third	Mid-Term	In-Service Day - Closed for Pupils Only	Friday 7 February 2020 (IS)
		Schools Closed	Monday 10 February 2020
		Schools Closed	Tuesday 11 February 2020
		Schools Re-Open	Wednesday 12 February 2020
	Spring	Schools Closed	Friday 3 April 2020
		Schools Closed	Monday 6 April 2020
		Schools Closed	Tuesday 7 April 2020
		Schools Closed	Wednesday 8 April 2020
		Schools Closed	Thursday 9 April 2020
		Schools Closed	Friday 10 April 2020
		Schools Closed	Monday 13 April 2020
		Schools Closed	Tuesday 14 April 2020
		Schools Closed	Wednesday 15 April 2020
		Schools Closed	Thursday 16 April 2020
		Schools Closed	Friday 17 April 2020
		Schools Re-Open	Monday 20 April 2020
Third	May Day	In-Service Day - Closed for Pupils Only	Friday 1 May 2020 (IS)
		Schools Closed	Monday 4 May 2020
		Schools Re-Open	Tuesday 5 May 2020
	Local Holiday/Closed	Schools Closed	Monday 25 May 2020
		Schools Re-Open	Tuesday 26 May 2020
Third			
	End of session	Schools Closed	Friday 26 June 2020
Teachers Return - Wednesday 12 August 2020			
(IS) - In-Service Day			
In-Service Days (Only Staff Attend on these days - No Pupils)			
	Tuesday	13/08/19	
	Wednesday	14/08/19	
	Friday	11/10/19	
	Friday	07/02/20	
	Friday	01/05/20	

Renfrewshire Council			
			2 in-service days on return in August
			1 Day St Andrews Day
			Finish Friday 20 December 2019
			2 Day February Break
			2 Days End of May
			Finish 26 June 2019
			Inservice days After holidays

Renfrewshire Council			
			2 in-service days on return in August
			1 Day St Andrews Day
			Finish Friday 20 December 2019
			2 Day February Break (Friday / Monday hols)
			2 Days End of May
			Finish 26 June 2019
			Inservice days After holidays
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Appendix 5

Secondary schools	Option A			Option B			Option C			Option D		
	School	Parent Council	Pupil Council	School	Parent Council	Pupil Council	School	Parent Council	Pupil Council	School	Parent Council	Pupil Council
Castlehead High School							Yes					
Gleniffer High School		Yes					Yes					
Gryffe High School	Yes	Yes	Yes									
Johnstone High School					Yes		Yes					
Linwood High School										Yes		
Paisley Grammar												
Park Mains High School	Yes	Yes	Yes									
Renfrew High School							Yes					
St Andrew's Academy												
St Benedict's High School	Yes											
Trinity High School				Yes								
Primary schools												
Arkleston Primary School				Yes								
Auchenlodment Primary School - Nursery	Yes	Yes	Yes									
Bargarran Primary School	Yes											
Barsail Primary School				Yes								
Bishopston Primary School							Yes					
Bredland Primary School				Yes								
Bridge of Weir Primary School - Nursery				Yes	Yes	Yes						
Bushes Primary School - Nursery												
Cochrane Castle Primary School										Yes	Yes	Yes
East Fulton Primary School - Nursery										Yes		
Fordbank Primary School												
Gallowhill Primary School - Nursery										Yes		
Glencoats Primary School							Yes	Yes				Yes
Heriot Primary School - Nursery												
Houston Primary School - Nursery											Yes	
Howwood Primary School										Yes		Yes
Inchinnan Primary School										Yes	Yes	Yes
Kilbarchan Primary School							Yes				Yes	Yes
Kirklandneuk Primary School				Yes	Yes	Yes						
Langbank Primary School		Yes								Yes		Yes
Langcraigs Primary School							Yes					
Lochfield Primary School								Yes				
Lochwinnoch Primary School - Nursery						Yes		Yes		Yes		
Mossvale Primary School - SA Nursery				Yes								
Newmains Primary School										Yes	Yes	
Our Lady of Peace Primary School - Nursery							Yes					
Ralston Primary School - Nursery	Yes											
Rashielea Primary School												
St Anne's Primary School - Nursery							Yes		Yes		Yes	
St Anthony's Primary School							Yes					
St Catherine's Primary School - Nursery	Yes				Yes	Yes						
St Charles' Primary School - Nursery												
St David's Primary School										Yes		
St Fergus' Primary School												
St Fillan's Primary School							Yes	Yes	Yes			
St James' Primary School (Paisley)					Yes		Yes		Yes			
St James' Primary School (Renfrew) - Nursery	Yes	Yes	Yes									
St John Bosco Primary School - SA Nursery												
St John Ogilvie Primary School							Yes			Yes	Yes	
St Margaret's Primary School - SA Nursery												
St Mary's Primary School - Nursery	Yes	Yes	Yes									
St Paul's Primary School												
St Peter's Primary School - Nursery												
Thorn Primary School		Yes					Yes					
Todholm Primary School - Nursery	Yes										Yes	
Wallace Primary School - Nursery					Yes	Yes				Yes		
West Primary School	Yes	Yes	Yes									
Williamsburgh Primary School - SA Nursery	Yes	Yes				Yes						
Woodlands Primary School						Yes	Yes	Yes				
ASN schools												
Riverbrae				Yes								
Mary Russell School	Yes											
Pre-5 Centres												
Douglas Street Pre-5 Centre												
Ferguslie Pre-5 Centre												
Foxlea Pre-5 Centre												
Glenburn Pre-5 Centre												
Glendee Pre-5 Centre												
Glenfield Pre-5 Centre												
Hollybush Pre-5 Centre												
Hugh Smiley Pre-5 Centre												
Moorpark Pre-5 Centre							Yes					
Paisley Pre-5 Centre												
Spateslon Pre-5 Centre												
West Johnstone Pre-5 Centre	Yes											
	14	10	6	8	6	7	17	5	3	12	8	6
Overall Option Totals	30			21			25			26		

Renfrewshire Joint Negotiating Committee for Teachers

To: Renfrewshire Joint Negotiating Committee for Teachers

On: 6 February 2018

**Report by
Head of Schools**

SNCT Pay Agreement 2017/18

1. Background

- 1.1. The SNCT has now reached a pay agreement for teachers and other associated professionals for the financial year 2017/18.
- 1.2. A copy of the agreement and revised salary scales is attached.
- 1.3. The purpose of this report is to advise JNC that the revised pay scales will be implemented as required by SNCT.
- 1.4. Payroll is currently making the necessary system change in order to ensure staff are paid according to the new scales. It is anticipated that this work will be completed in time for the payroll exercise at the end of February 2018.

2. Recommendation

- 2.1. JNC is asked to note the contents of this report.

18 December 2017

SNCT 17/61
SNCT Pay Agreement 2017/18

Dear Colleague

The SNCT has reached a pay agreement for teachers and associated professionals for 2017-2018.

Agreement has been reached on:

1. Pay

- 1.1 A 1% uplift in pay from 1 April 2017 to 31 December 2017 will apply to all teachers and associated professionals who are governed by the SNCT bargaining arrangements. A further uplift of 1% will be added from 1 January 2018.
- 1.2 Full details are set out in the revised Appendix 2.1 of the SNCT Handbook. Replacement pages are provided for Appendices 2.1 and 2.5, Annex A of the Handbook. These replacement pages should be included in the Handbook with immediate effect.

2. Short-Term Supply Teachers

- 2.1 Arising from the above agreement, the rate of pay for short-term supply teachers is restored to the individual's appropriate point on the main grade scale, with effect from 1 January 2018.
- 2.2 Therefore, all supply teachers will be paid the appropriate point on the main grade scale, regardless of the duration of the cover.
- 2.3 Short-term supply teachers will be paid for actual class contact time plus 10% for duties carried out in the school such as correcting work as part of ongoing classwork, maintaining a record of work, and contributing towards good order in the school, as agreed with the Headteacher.

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3. Strategic Review of Pay and Reward

- 3.1 The SNCT recognises the importance of ensuring that teaching remains an attractive career option for new graduates, and for individuals considering a career change into teaching. It is vital, also, that current teaching staff are both retained within the profession and enthused about their role in delivering high quality education experiences for Scotland's young people. The SNCT believes that there should be clearly defined career progression pathways to assist in achieving this goal. The SNCT further recognises the important role that pay and reward plays in achieving this ambition.
- 3.2 The SNCT is content that current conditions of service offer a robust framework for service delivery.
- 3.3 As an outcome of the 2017/18 SNCT pay negotiations, all parties of the SNCT will commit to undertaking a strategic review of pay and reward which recognises the vital role teachers play in the education of our children and young people. This review will be mindful of the need to acknowledge the continuing changes taking place within Scottish Education, such as those flowing from the Governance Review, while supporting the delivery of the ambition of excellence and equity across our school system.
- 3.4 It is therefore agreed that all sides will commit to work collaboratively to develop how this might be taken forward, reporting by April 2018.

Yours sincerely

Tom Young (Employer's Side) Louise
Wilson (Teachers' Panel) Stephanie
Walsh (Scottish Government)

Joint Secretaries

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(1) PART 2, APPENDIX 2.1

Revised 12/17

(2) SNCT SALARY TABLES

(A) MAIN GRADE SCALE

Point	Annual Salary as at 1.4.16	Annual Salary as at 1.4.17	Annual Salary as at 1.1.18
0 (Probationer)	22416	22641	22866
1	26895	27165	27438
2	28491	28776	29064
3	30111	30411	30714
4	31860	32178	32499
5	33876	34215	34557
6	35763	36120	36480

(B) CHARTERED TEACHER SPINE

Point	Annual Salary as at 1.4.16	Annual Salary as at 1.4.17	Annual Salary as at 1.1.18
1	36870	37239	37611
2	38115	38496	38880
3	38991	39381	39774
4	40602	41007	41418
5	42225	42648	43074
6	43845	44283	44727

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Principal Teacher Spine

(c)

(D) *JOB SIZED*

Point	Job Size Band	Annual Salary as at 1.4.16	Annual Salary as at 1.4.17	Annual Salary as at 1.1.18
1	0-82	38991	39381	39774
2	83-96	40602	41007	41418
3	97-110	42225	42648	43074
4	111-126	43845	44283	44727
5	127-142	45468	45924	46383
6	143-159	47085	47556	48033
7	160-177	48705	49191	49683
8	178-196	50319	50823	51330

(E) *CONSERVED SPINE*

Roll	Annual Salary as at 1.4.16	No Increase 1.4.17
<301	38577	38577
301-600	39855	39855
601-800	41154	41154
801-1000	42414	42414
1001-1300	43725	43725
>1300	45006	45006
SEN	39084	39084

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Depute Headteachers and Headteachers

(f)

(G) JOB SIZED SPINE

Point	Annual Salary as at 1.4.16	Annual Salary as at 1.4.17	Annual Salary as at 1.1.18
1	44223	44664	45111
2	45585	46041	46500
3	47085	47556	48033
4	48705	49191	49683
5	50319	50823	51330
6	51687	52203	52725
7	53187	53718	54255
8	54681	55227	55779
9	56172	56733	57300
10	57672	58248	58830
11	60162	60765	61374
12	62658	63285	63918
13	65148	65799	66456
14	67638	68313	68997
15	71370	72084	72804
16	75108	75858	76617
17	78852	79641	80436
18	82584	83409	84243
19	86319	87183	88056

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Depute Headteachers and Headteachers

(H) CONSERVED SPINE

Point	Annual Salary as at 1.4.14	No Increase 1.4.15
1	42360	42360
2	43371	43371
3	44388	44388
4	45396	45396
5	46416	46416
6	47409	47409
7	48420	48420
8	49437	49437
9	50466	50466
10	51678	51678
11	53379	53379
12	55050	55050
13	56748	56748
14	58422	58422
15	60114	60114
16	61806	61806
17	63489	63489
18	65166	65166
19	66861	66861
20	68538	68538
21	70233	70233
22	71916	71916
23	73605	73605
24	75279	75279
25	76968	76968
26	78669	78669
27	80337	80337

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Music Instructor Scale

Point	Annual Salary as at 1.4.16	Annual Salary as at 1.4.17	Annual Salary as at 1.1.18
1	24876	25125	25377
2	26361	26625	26892
3	27849	28128	28410
4	29475	29769	30066
5	31338	31650	31968
6	33069	33399	33732

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Educational Psychologist Scale

Point	Annual Salary as at 1.4.16	Annual Salary as at 1.4.17	Annual Salary as at 1.1.18
0 (Probationer)	40128	40530	40935
1	41658	42075	42495
2	43212	43644	44079
3	45180	45633	46089
4	47781	48258	48741
5	49290	49782	50280
6	51042	51552	52068

(I) SENIOR EDUCATIONAL PSYCHOLOGIST

Point	Annual Salary as at 1.4.16	Annual Salary as at 1.4.17	Annual Salary as at 1.1.18
1	54219	54762	55311

(J) DEPUTE PRINCIPAL EDUCATIONAL PSYCHOLOGIST AND PRINCIPAL EDUCATIONAL PSYCHOLOGIST SPINE

Point	Annual Salary as at 1.4.16	Annual Salary as at 1.4.17	Annual Salary as at 1.1.18
1	54219	54726	55311
2	55260	55812	56370
3	56352	56916	57486
4	57441	58014	58593
5	58518	59103	59694
6	59583	60180	60783
7	60648	61254	61866
8	61749	62367	62991
9	62835	63462	64098

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Education Support Officer Scale

Point	Annual Salary as at 1.4.16	Annual Salary as at 1.4.17	Annual Salary as at 1.1.18
1	40602	41007	41418
2	42225	42648	43074
3	43845	44283	44727
	No Increase		
4*	43479	43479	
5*	46572	46572	

* *Conservation Points as agreed previously under SNCT/32*

(K) QUALITY IMPROVEMENT OFFICER SCALE

* Point	Annual Salary as at 1.4.16	Annual Salary as at 1.4.17	Annual Salary as at 1.1.18
1	51687	52203	52725
2	54681	55227	55779
3	57672	58248	58830

* *Incorporates salary structure previously agreed under SNCT/32*

(L) QUALITY IMPROVEMENT MANAGER

Point	Annual Salary as at 1.4.16	Annual Salary 1.4.17	Annual Salary 1.1.18
1	60162	60765	61374

Administrative Note: Each annual rate of salary shown has been increased or reduced to the nearest multiple of £3.

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PART 2

APPENDIX 2.5: ANNEX A

REMOTE SCHOOLS ALLOWANCE

The Remote Schools Allowance from 1 April 2017 is:

- £1,431 per annum for payments in accordance with paragraph 1.3(a)
- £2,685 per annum for payments in accordance with paragraph 1.3(b)

DISTANT ISLANDS ALLOWANCE

The Distant Islands Allowance from 1 October 2016 is £2,048 per annum.

Note: The allowance is based on the ONS figure for the increase in Average Weekly Earnings (total pay) over a three-month average. The months April and October will continue to be used for the Remote Schools Allowance and Distant Islands Allowance respectively. In calculating three monthly averages the three months directly preceding will be used.

RESIDENTIAL SPECIAL SCHOOLS

The Residential Special School Allowances are

as follows; Residential Responsibility Allowance:

- | | | |
|----------------------|---------------------|-------------------|
| • Headteacher | From 1 April 2016 | £17,726 per annum |
| | From 1 April 2017 | £17,904 per annum |
| | From 1 January 2018 | £18,084 per annum |
| • Depute Headteacher | From 1 April 2016 | £14,286 per annum |
| | From 1 April 2017 | £14,427 per annum |
| | From 1 January 2018 | £14,571 per annum |

Extra-Curricular Activities Allowance:

- | | |
|---------------------|------------------|
| • From 1 April 2016 | £8,169 per annum |
| From 1 April 2017 | £8,250 per annum |
| From 1 January 2018 | £8,331 per annum |

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Renfrewshire Joint Negotiating Committee for Teachers

To: Renfrewshire Joint Negotiating Committee for Teachers

On: 6 February 2018

Teachers' Pay Award 2017/18

Report by
Joint Secretary (Teachers' Side)

Background

The Scottish Negotiating Committee for Teachers reached agreement on 18 December 2017 to award teachers a 1% pay rise back dated to 1 April 2017 and a further 1% uplift from January 2018. The expectation from Renfrewshire teachers was that this award would have been processed for the January 2018 salary as has been the case in the majority of Councils throughout Scotland and the Teachers' Side registers its disappointment that this has not transpired.

Action

The Teachers' Side is seeking a guarantee that the 2017/18 salary award and associated backpay will be in the February 2018 salary to avoid the issue being referred to the SNCT through its dispute procedures.

Renfrewshire Joint Negotiating Committee for Teachers

To: Renfrewshire Joint Negotiating Committee for Teachers

On: 6 February 2018

Pupil Voice

Report by
Joint Secretary (Teachers' Side)

Background

An emerging development in education is the increasing use of pupil voice in the day to day running of schools. Whilst teachers recognise, value and actively encourage the input of pupils, consideration needs to be given to certain manifestations of pupil voice emerging in Renfrewshire schools and the potential impact of these on school policy and teacher professionalism.

Action

Dialogue to take place between the management and teachers' sides with the aim of producing a coherent and workable policy on pupil voice that recognises the value of greater pupil involvement in the life of the school without compromising teacher professionalism and judgement.

Renfrewshire Joint Negotiating Committee for Teachers

To: Renfrewshire Joint Negotiating Committee for Teachers

On: 6 February 2018

Regional Collaboratives

Report by
Joint Secretary (Teachers' Side)

Background

As part of the Scottish Government's review into the governance of Scottish education, Regional Improvement Collaboratives are being set up to further the improvement agenda. The draft Improvement Plan for the West Partnership includes references to the role of LNCTs and LNCT agreements in this process.

Action

The Teachers' Side is seeking an assurance that the Management and Teachers' Sides in Renfrewshire will work collaboratively to monitor any recommendations around the operation of the West Partnership Improvement Plan and how it will impact on the Education Service in Renfrewshire. The Teachers' Side is also seeking an assurance that any engagement with the West Partnership Collaborative will recognise fully the primacy of the SNCT and Renfrewshire LNCT in the decision making process.

