

Minute of Meeting Renfrewshire Council Joint Negotiating Committee for Teaching Staff

Date	Time	Venue
Tuesday, 11 June 2019	14:00	Corporate Meeting Room 2, Council Headquarters, Renfrewshire House, Cotton Street, Paisley, PA1 1AN

Representing Renfrewshire Council Management

Councillor Paterson; G McKinlay, Head of Schools, L McAllister, Acting Head of Early Years and Broad General Education, A Hall, Education Manager (Development) and M Dewar, Head Teacher, Park Mains High School (all Children's Services); and L Mullin, Principal HR & OD Advisor (Finance & Resources).

Representing Renfrewshire Council Teaching Staff

K Fella, JP Tonner, J Welsh and H Whittle (all EIS).

In Attendance

S Fanning, Principal OD and HR Adviser and D Low, Democratic Services Manager (both Finance & Resources).

Apologies

Provost Cameron; S Quinn, Director of Children's Services; and A Hall, Education Manager (Development) (Children's Services); A Howie and J McCusker (both EIS); M Greenlees and S Dargie (both SSTA); and S McCrossan (Adviser to the teachers' side).

Declarations of Interest

There were no declarations of interest intimated prior to the commencement of the meeting.

1 Appointment of Chairperson

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 Councillor Paterson would chair this meeting of the Renfrewshire Council Joint Negotiating Committee for Teaching Staff, which incorporated the Annual General Meeting.

DECIDED: That Councillor Paterson chair this meeting of the Renfrewshire Council Joint Negotiating Committee for Teaching Staff which incorporated the Annual General Meeting.

2 Minute of Previous Meeting

There was submitted the Minute of meeting held on 14 May 2019.

DECIDED: That the Minute be approved.

3 JNC Membership 2019/20

There was submitted a report by Joint Secretaries relative to membership of the Renfrewshire Council Joint Negotiating Committee for Teaching Staff for 2018/19. It was noted that the membership of the Renfrewshire Council Joint Negotiating Committee for Teaching Staff would be:-

Management side

Provost L Cameron

Councillor J Paterson (Joint Chair)

G McKinlay, Head of Schools (Joint Secretary)

L McAllister, Education Manager

G Hannigan, Head Teacher, St Charles' Primary School

M A Renfrew, Head Teacher, Trinity High School

L Mullin, Principal HR and OD Adviser

M Thomas, Education Manager

J Colquhoun, Education Manager

A Hall, Education Manager

Teachers' side

K Fella (EIS) (Joint Secretary)

J Welsh (EIS) (Joint Chair)

JP Tonner (EIS)

A Howie (EIS)

J McCusker (EIS)

M McGlynn (EIS)

C Carson (EIS)

S Dargie (SSTA)

L Gibson (NAS/UWT)

To be confirmed (Voice)

It was noted that P Quinn (EIS) had been nominated as a substitute member for the teachers' side.

It was noted that S McCrossan had been nominated as the Adviser to the teachers' side.

The Joint Secretary (Management Side) advised that Councillor Paterson was the nominated Chair for the management side and not Provost Cameron as intimated in the report.. There being no other nominations, Councillor Paterson was appointed as Joint Chair of the Renfrewshire Council Joint Negotiating Committee for Teaching Staff for the management side. John Welsh was nominated as Chair of the teachers' side. There being no other nominations, John Welsh was appointed as Joint Chair of the Renfrewshire Council Joint Negotiating Committee for Teaching Staff for the teachers' side subject to clarification being obtained relative to Mr Welsh's ability to sit as a member of the JNC when he would, following his retirement from Renfrewshire Council, only be undertaking supply teacher duties.

K Fella was nominated as Joint Secretary for the teachers' side and G McKinlay was nominated as Joint Secretary for the management side. There being no other nominations, K Fella and G McKinlay were appointed as Joint Secretaries of the Renfrewshire Council Joint Negotiating Committee for Teaching Staff.

The contribution made by H Whittle, M Greenlees, S Quinn, J Trainer and M Dewar to the work of the JNC was recognised by the Joint Secretaries and the Joint Chairs.

DECIDED:

(a) That the membership of the Renfrewshire Council Joint Negotiating Committee for Teaching Staff be noted;

(b) That the appointments of Councillor Paterson and John Welsh as Joint Chairs and K Fella and G McKinlay as Joint Secretaries of the Renfrewshire Council Joint Negotiating Committee for Teaching Staff be noted; and

(c) That it be noted that the appointment of John Welsh as Joint Chair of the Renfrewshire Council Joint Negotiating Committee for Teaching Staff for the teachers' side was subject to clarification being obtained relative to Mr Welsh's ability to sit as a member of the JNC when he would, following his retirement from Renfrewshire Council, only be undertaking supply teacher duties.

4 Annual Report 2018/19

There was submitted a report by Joint Secretaries relative to the annual report 2018/19.

The report intimated that in the period covered by the annual report, five meetings of the Committee had taken place. The appendix to the report detailed the membership, the reports agreed by the Committee and discussions held across the year on key matters including staffing in relation to the Scottish Attainment Challenge and Pupil Equity Fund; provision of supply teachers; early years; teacher workload; tackling bureaucracy and working time agreements.

The report intimated that the JNC/JNC sub groups would continue to take forward issues which were included in the items of ongoing work including teacher workload; supporting attendance; discipline and grievance; voluntary/exceptional transfer of teachers; risk assessment/health and safety; specific duties and job remits; consultation on school holiday pattern; and equalities issues.

DECIDED:

(a) That the content of the report and appendix be noted; and

(b) That it be agreed that the annual report be circulated to all education establishments.

5 Absence Statistics - 1st October 2018 to 31st March 2019

There was submitted a report by the Director of Finance & Resources relative to the Council's absence statistics for the period 1 October 2018 to 31 March 2019.

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 Quarter 4.

DECIDED: That the report be noted.

6 Job Sizing Co-ordinators

There was submitted a report by the Joint Secretaries relative to replacement of a number of members to carry out the role of job sizing co-ordinator. A full list of the names of the job sizing co-ordinators for the 2019/20 session was appended to the report. The report intimated that a job sizing co-ordinator for each of the two sides would be required to sign off at an appropriate pointage any post undergoing the job sizing process.

DECIDED:

(a) That the appointment of the co-ordinators detailed in the appendix be appointed for session 2019/20; and

(b) That it be agreed that a job sizing co-ordinator from the management and teachers' sides would be required to sign off any post undergoing the job sizing process at an appropriate pointage.

7 Dates for Future Meetings Session 2019/20

There was submitted a report by Joint Secretaries relative to dates of agreed future meetings of this Committee from September 2019 to June 2020.

DECIDED: That the schedule of meetings for session 2019/20 be noted.