

Minute of Meeting 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

Representing Renfrewshire Council Management

Councillor Paterson, 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, M Russell, JP Tonner, J Welsh and H Whittle (all EIS); S Dargie (SSTA) and S McCrossan (Adviser to Teachers' Side).

Apologies

Provost Cameron; M Dewar, Head Teacher (Park Mains High School) (Children's Services); R Hannah, A Howie and J McCusker (all EIS); and M Greenlees (SSTA).

In Attendance

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

1 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 Councillor Paterson would chair this meeting of the Renfrewshire Council Joint Negotiating Committee for Teaching Staff.

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

2 Minute of Previous Meeting

There was submitted the Minute of meeting held on 14 November 2017.

The Assistant Director – Schools proposed that ‘testing’ be replaced with ‘assessment’ where this occurred in item 4 of the Minute. This was agreed.

DECIDED: That the Minute, as amended, be approved.

3 Additional Absence Information

With reference to item 2 of the Minute of meeting of the JNC held on 14 November 2017 there was submitted a report by the Joint Secretary (Management Side) relative to work-related psychological sickness absences by teachers.

The report detailed the days lost by teachers through work-related psychological sickness absences expressed as a percentage against overall absence and highlighted the support mechanisms in place to help remove or reduce the work-related psychological issues.

DECIDED: That the report be noted.

4 School Holiday Arrangements School Session 2019/12

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 2019.

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 1 to the report with appendices 2,3 and 4 showing the holiday patterns less favoured and appendix 5 providing an analysis of the responses.

DECIDED: That the school holiday arrangements for academic year 2019/20 as detailed in Appendix 1 to the report be noted.

5 SNCT Pay Agreement

There was submitted a report by the Joint Secretary (Management Side) relative to the SNCT pay agreement for teachers and other associated professions for 2017/18. A copy of the agreement and revised salary scales was appended to the report.

The report intimated that payroll was taking the necessary action to ensure that staff would be paid according to the new scales and that it was anticipated that this work would be completed in time for the payroll exercise at the end of February 2018.

DECIDED: That the report be noted.

6 Teachers' Pay Award 2017/18

There was submitted a report by the Joint Secretary (Teachers' Side) relative to the SNCT pay agreement for teachers for 2017/18.

The report expressed disappointment that the award had not been processed in time for the January 2018 salary and sought an assurance that the 2017/18 pay award and associated back-dated pay would be included in the February 2018 salary. The Joint Secretary (Management Side) set out the actions being taken to ensure that the pay award and associated back-dated pay were included in the February 2018 salary.

DECIDED: That the report be noted.

7 Pupil Voice

There was submitted a report by the Joint Secretary (Teachers' Side) relative to the increasing use of pupil voice in the day-to-day running of schools.

While welcoming the input of pupils to school life he expressed concern that pupils' views were being taken into consideration on operational matters such as recruitment, school inspections and the framework of competence.

The Assistant Director – Schools set out the role played by pupil voice in Renfrewshire schools and agreed to meet with the Joint Secretary (Teachers' Side) to discuss the matter further.

DECIDED: That the Assistant Director – Schools meet with the Joint Secretary (Teachers' Side) to discuss the matter further.

8 Regional Collaboratives

There was submitted a report by the Joint Secretary (Teachers' Side) relative to the establishment of Regional Improvement Collaboratives as part of the Scottish Government's review into the governance of Scottish education and the future role of LNCTs and LNCT agreements.

The report sought assurances that Management and Teachers' sides in Renfrewshire would work collaboratively to monitor the impact of the West Partnership Collaborative in Renfrewshire and that any engagement with the Collaborative would recognise fully the primacy of SNCT and Renfrewshire LNCT in the decision-making process.

The Joint Secretary (Management Side) confirmed the primacy of the SNCT in Renfrewshire and advised that he would brief the Joint Secretary (Teachers' Side) on the matter. The Assistant Director – Schools provided further information on the operation of the Collaborative which would work at Convener level. In this connection, Councillor Paterson emphasised his support for the SNCT.

DECIDED:

- (a) That the Management and Teachers' sides in Renfrewshire work collaboratively to monitor the impact of the West Partnership Collaborative in Renfrewshire;
- (b) That any engagement with the Collaborative would recognise fully the primacy of SNCT and Renfrewshire LNCT in the decision-making process;
- (c) That the Joint Secretary (Management Side) prepare a briefing for the Joint Secretary (Teachers' Side) on the West Regional Improvement Collaborative.

9 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 20 March 2018 at 2.00 p.m.