

# Notice of Meeting and Agenda

## Renfrewshire Council Joint Negotiating Committee for Teaching Staff

Date	Time	Venue
Tuesday, 07 February 2023	14:00	In Person Meeting - Corporate Meeting Room 2, Renfrewshire House,

MARK CONAGHAN  
Head of Corporate Governance

### Membership

#### Representing Renfrewshire Council Management

Councillor E Rodden; Councillor J Paterson; T McGillivray, Head of Service (Inclusion and Quality Improvement)(Joint Secretary); J Calder, Head of Service (Curriculum and School Estate); J Colquhoun, Education Manager (Development); K Henry, Head Teacher, St Andrews Academy; H Paterson, Head Teacher, Heriot Primary School; A Hall, Education Manager (Development); M Thomas, Education Manager (Development); and L Mullin, Principal HR and OD Adviser (Finance & Resources).

#### Representing Renfrewshire Council Teaching Staff

K Fella (Joint Secretary), JP Tonner, T Millar, Y Murray, M Russell, D Tollan (all EIS); R Kane (SSTA); L Gibson (NASUWT); and S McCrossan (EIS - Adviser to the Teachers' side).

### Further Information

A copy of the agenda for this meeting will be available online at <http://renfrewshire.cmis.uk.com/renfrewshire/CouncilandBoards.aspx>  
For further information, please either email [democratic-services@renfrewshire.gov.uk](mailto:democratic-services@renfrewshire.gov.uk)

## Items of business

### 1 Apologies

Apologies from members.

### 2 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.

### 3 Appointment of Chair Person

Consider the appointment of the Chair for this meeting.

### 4 Minute of Previous Meeting

3 - 6

Minute of previous meeting, held on 8 November 2022, as approved by the Joint Secretaries.

### 5 Matters Arising

Matters arising from the Minute of the previous meeting held on 8 November 2022.

### 6 Supporting Our Early Years Teachers

7 - 9

Report by Head of Children's Services.

### 7 Absence Statistics - Quarter 3 2022/23

10 - 12

Report by Director of Finance & Resources.

### 8 Developments in Health and Safety

13 - 15

Report by Director of Finance & Resources.

### 9 Grievance Procedures

16 - 16

Report by Joint Secretary (Teachers' Side).

### 10 Sickness Allowance

17 - 17

Report by Joint Secretary (Teachers' Side).

### 11 Payroll/Industrial Action

18 - 19

Report by Joint Secretary (Teachers' Side).

### 12 Date of Next Meeting

Members are asked to note that the next meeting of the Renfrewshire Council Joint Negotiating Committee for Teaching Staff will be held at 2.00pm on 21 March 2023.

## Minute of Meeting

### Renfrewshire Council Joint Negotiating Committee for Teaching Staff

Date	Time	Venue
Tuesday, 08 November 2022	14:00	Remotely via MS Teams,

#### MEMBERSHIP

##### REPRESENTING RENFREWSHIRE COUNCIL MANAGEMENT

Councillor E Rodden; Councillor J Paterson, T McGillivray, Head of Service (Inclusion and Quality Improvement) (Joint Secretary), J Calder, Head of Service (Curriculum and School Estate), J Colquhoun, Education Manager (Development), A Hall, Education Manager (Development), M Thomas, Education Manager (Development), K Henry, Head Teacher, St Andrews Academy (All Education and Children's Services) and L Mullin, Principal HR and OD Adviser (Finance & Resources).

##### REPRESENTING RENFREWSHIRE COUNCIL TEACHING STAFF

K Fella (Joint Secretary), C Carson, T Millar, Y Murray, M Russell, D Tollan, JP Tonner (all EIS); L Gibson (NASUWT); and S McCrossan (Adviser to the Teachers' side).

#### IN ATTENDANCE

M Boyd, Head of People & Organisational Development, S Fanning, Principal HR and OD Adviser; D Pole, End User Technician; D Cunningham and J Barron, Assistant Committee Services Officers (all Finance & Resources).

#### APOLOGIES

Councillor J Paterson and J Calder, Head of Service (Curriculum and School Estate).

#### DECLARATIONS OF INTEREST

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

## 1 APPOINTMENT OF CHAIR PERSON

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. The Joint Secretary (Teacher's Side) proposed that Mr J P Tonner replace Mr C Carson as Joint Chair until further notice. This was agreed unanimously. It was agreed that Mr J P Tonner would chair this meeting of the Renfrewshire Council Joint Negotiating Committee for Teaching Staff.

### **DECIDED:**

(a) That Mr J P Tonner replace Mr C Carson as Joint Chair until further notice; and

(b) That Mr J P Tonner chair this meeting of the Renfrewshire Council Joint Negotiating Committee for Teaching Staff.

## VALEDICTORY

The Chair thanked Mr Carson for his contribution to the Committee and wished him well in his new venture.

## 2 MINUTE OF PREVIOUS MEETING

There was submitted the Minute of the previous meeting held on 30 August 2022.

**DECIDED:** That the Minute be approved.

## 3 MATTERS ARISING

In respect of Item 8 of the Minute of the previous meeting held on 30 August 2022, the reporting/logging of incidents of violence and aggression on paper forms due to problems with the use and functionality of Business World was raised as an ongoing issue. The Head of Service (Inclusion and Quality Improvement) advised this was now within her remit and that this would continue to be addressed, Members of the Committee would be kept informed of developments.

**DECIDED:** That it be noted that the issues with using Business World to log incidents of violence and aggression would continue to be addressed and that Members of the Committee would be kept informed of developments.

## 4 EDUCATION STANDARDS & QUALITY REPORT SEPTEMBER 2022 EDUCATION IMPROVEMENT PLAN 2022/23

There was submitted a report by the Head of Education relative to the Education Standards & Quality Report September 2022 and Education Improvement Plan 2022/23 which were approved at the meeting of the Education and Children's Services Policy Board held on 27 October 2022.

There were discussions relative to various sections of the reports which included statistics, achievements, the replacement qualifications system, working time agreements in respect of accreditations, the attainment gap and the omission of physical health within the wellbeing section.

**DECIDED:** That the reports be noted.

## 5 **NOTICE OF DISPUTE: JNC 20**

There was submitted a report by the Joint Secretary (Teacher's Side) relative to the JNC20 Agreement. The Joint Secretary (Teachers' Side) advised that this report had been withdrawn.

**DECIDED:** That the report be withdrawn.

## 6 **FIXED TERM TEMPORARY CONTRACTS**

There was submitted a report by the Joint Secretary (Teachers' Side) relative to the Code of Practice on the use of Fixed Term Temporary Contracts. The agreed practice was that fixed term temporary contracts were issued for engagements in excess of two days and the report suggested that this practice was not consistently applied.

The Principal HR & OD Adviser explained that the administration of contracts was undertaken by the Office Services Team rather than HR directly but that she would raise this with them to ensure compliance. The Education Manager (Development) advised that she would be discussing the administration of contractual matters with the Joint Secretary (Teachers' Side).

**DECIDED:** That the report be noted.

## 7 **GAELIC MEDIUM EDUCATION**

There was submitted a report by the Joint Secretary (Teachers' Side) relative to Renfrewshire Council's Gaelic Language Plan.

The report intimated that a number of teachers had expressed an interest in learning and teaching Gaelic but that support for this had not been forthcoming from the Council.

The Head of Service (Inclusion and Quality Improvement) advised that funding for this medium was through an external party and that a condition of the grant funding was that teachers taught Gaelic for one year after completion of training. The Head of Service (Curriculum and School Estate) would look into any other available training for those interested teachers. This medium had been introduced into West Primary School, with six children enrolled and a further two predicted to enrol but that it would take several years to fully develop this medium.

**DECIDED:** That the report be noted.

## 8 RELIGIOUS OBSERVANCE AND SPECIAL LEAVE

There was submitted a report by the Joint Secretary (Teacher's Side) relative to special leave taken to participate in religious observance.

The report intimated that Renfrewshire Council's Special Leave policy stated that "...three separate days of leave of absence with pay, per year to participate in certain principal religious festivals which fall outwith the fixed annual leave periods". The Joint Secretary (Teachers' Side) requested the amendment of this policy to remove the term "separate" to allow teachers to take consecutive days if required, in particular to celebrate Eid-Al-Fitr by 2023.

The Principal HR & OD Adviser advised that any updates to Policy required to be approved at the relevant Policy Board and would then be brought back formally to the Joint Negotiating Committee for Teachers for noting. It was suggested that a memo be sent to schools to outline this amendment and the Principal HR & OD Adviser advised that she would discuss this matter with the Joint Secretaries.

### **DECIDED:**

(a) That the report be noted; and

(b) That the matter be discussed further between the Principal HR & OD Adviser and the Joint Secretaries.

## 9 FUTURE MEETING ARRANGEMENTS

The Committee considered a request from the Joint Secretary (Teachers' Side) that future meetings of the Joint Negotiating Committee for Teachers return to being conducted as in-person meetings. While the consensus was that in-person meetings were preferred, the Assistant Committee Services Officer and the Principal HR & OD Advisor explained that this would be dependent on the availability of suitable accommodation and subject to the requirements for ventilation which limited numbers attending meetings. The Assistant Committee Services Officer suggested that she would investigate the availability of suitable accommodation and discuss further with the Joint Secretaries in advance of the next meeting.

**DECIDED:** That it be agreed that the Assistant Committee Services Officer would investigate the availability of suitable accommodation and discuss further with the Joint Secretaries to establish if a return to in-person meetings was possible in advance of the next meeting.

## 10 DATE OF NEXT MEETING

**DECIDED:** That it be noted that the next meeting of the Renfrewshire Council Joint Negotiating Committee for Teaching Staff was scheduled for 7 February 2022.

## 11 ABSENCE STATISTICS – QUARTER 2 2022/23

There was submitted a report by the Director of Finance and Resources relative to absence monitoring information for Quarter 2, ending 30 September 2022.

**DECIDED:** That the report be noted.

## **Renfrewshire Joint Negotiating Committee for Teachers**

**To: Renfrewshire Joint Negotiating Committee for Teachers**

**On: 7 February 2023**

**Report by  
Head of Children's Services**

### **Supporting our Early Career Teachers**

#### **1. Summary**

- 1.1 For many teachers, during the first few years after probation, there are many similar opportunities and challenges to a probationary placement – new school, uncertain employment, supply work, added responsibilities, a full timetable, leadership. The list goes on. The impact of the global pandemic has also meant that there are gaps in the experiences of some teachers in the first few years of the profession.
- 1.2. Renfrewshire Council is committed to supporting teachers in the early phase of their career and is working in partnership with GTCS, Columba 1400 and probation managers from across Scotland to develop a model that extends the support provided during the probationary year across the early phase - the Ambassador Model.

#### **2. Background**

- 2.1. Renfrewshire Council has always had a strong programme of support for its probationary teachers. The role of the in-school probationer mentor within the Teacher Induction Scheme (TIS) is the critical ingredient that many probationers recognise as making the biggest difference to them as individuals and their classroom practice. For a probationer, the access to an individual who is there for the duration of the placement, to encourage, to listen, to support and to challenge week in, week out is invaluable.
- 2.2. Alongside the current GTCS/Education Scotland Stepping Stones Programme, Renfrewshire's Early Career Teacher Network aims to offer support and challenge as well as provide an opportunity to network and learn from fellow early career teachers. This will be delivered through a programme of bespoke professional learning opportunities designed to progress practice as well as provide an opportunity to ask questions and engage in dialogue with experienced staff from across the authority. The role of the Ambassador will be similar to that of the probationer mentor and will allow for coaching conversations which will develop knowledge and understanding of the Professional Standards with a particular focus on the Professional Values of integrity, trust and respect, and social justice.

2.3 A fundamental part of Renfrewshire's Early Career Teacher Network is the role of the Ambassadors.

Their role is to:

- be a point of contact for early career teachers
- provide opportunities for professional dialogue (coaching conversations/action learning sets)
- contribute to the planning and facilitation of appropriate CLPL based on the emerging needs of our early career teachers

2.4 Renfrewshire is one of eleven local authorities piloting and co-developing the Ambassador Model from September 2022. Once a month, meetings are held to discuss and reflect on progress and share good practice from across the country. Currently, Renfrewshire is leading developments within the group.

### **3. Recommendation**

3.1 Members are asked to note the support currently being offered, and further developed (see below), to early career teachers through professional learning and the development of the Ambassador Model.



## Renfrewshire Council

### Early Career Teachers Session 2022-23

**Professional learning** (identified following consultation with our early career Teachers (ECT)):

1. Access to the NQT twilight CLPL calendar – this is open for any early career teacher to attend to refresh or to enhance their professional learning.

#### ECT CLPL/Networking

The sessions will provide an opportunity to update professional learning as well as an opportunity to engage in discussions with peers and ask questions which will support current practice.

Term 3 (Jan – Mar 2023):

2. Primary Early Career Teachers

**Literacy - Raising Attainment in Reading: A Guide for Early Career Teachers** delivered by Julie Paterson Literacy & Languages Development Officer

3. Secondary Early Career Teachers

**Managing Challenging Behaviour: A Guide for Early Career Teachers** delivered by Frances MacGregor, Inclusion Portfolio Team

4. Primary early career teachers have been offered the opportunity to take part in a mock interview with a panel of deputies from across the authority. This will be offered to secondary ECTs if there is a demand

Term 4

5. Primary & Secondary Early Career Teachers

**Non Violent Resistance (NVR): A Guide for Early Career Teachers**  
Delivered by Gordon Powrie Ren10 Lead Officer (NVR) and Fiona Williams Depute Principal Educational Psychologist

**Identification of Ambassadors** (initially one from each sector – primary & secondary):

- Experienced classroom teachers.
- The role is voluntary and should be considered professional development and included as part of any Professional Review and Development discussions.
- Professional learning will be provided for the identified Ambassadors (e.g use of coaching approach, facilitation of a learning set) and they will receive support from the local authority to develop and embed their approach to supporting early career teachers.

**Professional Learning consultation with ECTs for Session 2023-24**

## Renfrewshire Joint Negotiating Committee for Teachers

**To:** Renfrewshire Joint Negotiating Committee for Teachers

**On:** 7<sup>th</sup> February 2023

**Heading:** Absence Statistics – Quarter 3 2022/23

### 1. Summary

- 1.1 The purpose of this report is to provide the committee with absence monitoring information for quarter 3 ending 31<sup>st</sup> December 2022.
- 1.2 The report details the absence statistics by service and by category of staff. The report provides information in relation to absence targets and how services have performed against them. An analysis of the reasons for absence has also been compiled and details are included within the report.
- 1.3 The council continues to support those employees on longer term absences, particularly where the absence has been impacted by delayed or postponed medical interventions.




### 2. Recommendations

- 2.1 It is recommended that the committee notes the content of this report.

### 3. Sickness absence statistics for quarter 3 - 1 October 2022 to 31 December 2022.








- 3.1 A comparison of the council overall absence performance for the quarter (Q3) with the same quarter in 2021 is detailed in table 1. Table 2 details services performance. In line with the reporting requirements for Scottish Councils, absence is expressed as a number of work days lost per full time equivalent (FTE) employee.

**Table 1** Council performance – Q3

Employee Group	Quarter Ending December 2021	Quarter Ending December 2022	Variance +/- year on year
Local Government	3.81	4.22	+0.41 
Teachers	2.07	2.36	+0.29 
Council Overall	3.35	3.74	+0.39 

3.2 Service performance for Q3 is detailed below.

**Table 2**

Service	Quarter Ending December 2021	Quarter Ending December 2022	Variance +/- year on year
Chief Executives	1.37	1.35	-0.02 
Childrens Services	3.07	3.62	+0.55 
Communities and Housing Services	3.89	3.88	-0.01 
Environment and Infrastructure	4.01	4.10	+0.09 
Finance & Resource Services	2.02	2.38	+0.36 
Renfrewshire Health and Social Care Partnership	5.05	5.58	+0.53 
Council Overall	3.35	3.74	+0.39 
<b>Council Overall Target</b>	2.80	2.80	n/a

**4.0 Sickiness absence reasons and related support measures during Quarter 3.**

- 4.1 The main sickness absence reasons, and their total of the overall absences expressed as a percentage, quarter were:

<b>Council wide</b>	<b>Teachers</b>
Psychological 25.5%	Respiratory 30.1%
Respiratory 23.4%	Psychological 23.7% (Psychological (work related) 0.8%)
Musculoskeletal 18.6%	Stomach/bowel/blood and metabolic disorders 18.9%

- 4.2 To support employees with psychological absences, the council provides a range of support services that employees can be referred to at an early stage for assistance, such as the council's Occupational Health Service and the Time for Talking employee counselling service.
- 4.3 The Time for Talking (TFT) counselling service provides 24-hour confidential support to employees with a range of personal health and well-being issues. It operates a flexible approach to appointments offering telephone consultations in the early mornings or evenings as well as throughout the day.
- 4.4 **297** sessions were offered by TFT during quarter 3 of which 86% were attended. 82% of the staff attending felt significantly better after their sessions. The main presenting issues are detailed below:



### **Personal**

Stress/anxiety/depression  
Family Relationships  
Change



### **Work & Personal**

Stress/anxiety



### **Work related**

Change  
Demands

Please note, this is the presenting issues from all staff who attended the service and includes teachers.

- 4.5 Stress risk assessments are undertaken to support employees who have identified stress as having an impact on their wellbeing. An action plan is agreed and undertaken at a local level with the specialist support from HR and OD.
- 4.6 HR and OD work in collaboration with NHS colleagues, to offer safeTalk and ASIST courses on suicide awareness and prevention as well as anxiety awareness courses. We also promote the “Doing Well” service which supports employees with depression and low moods.
- 4.7 The Physiotherapy service supports employees with Muscoskeletal and Joint Disorder conditions through the council’s Occupational Health Service. The service has continued to be provided throughout the quarter using secure face to face appointments, video conferencing and telephone consultations. Employees will receive an appointment within 10 days, following a referral.
- 4.8 The overall council’s usage of the Occupational Health Service (OHS) for Q3 was **1013** appointments. OHS provides advice and guidance on the impact of ill health on work and what steps the council and/or the employee may make in order to secure a return to work.

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**List of Background Papers** - none.

**Author:** Steven Fanning, Principal HR and OD Adviser,  
Finance and Resources,  
telephone 07747790211

## Renfrewshire Joint Negotiating Committee for Teachers

**To:** Renfrewshire Joint Negotiating Committee for Teachers

**On:** 07<sup>th</sup> February 2023

**Heading:** Developments in Health and Safety

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### 1. Summary

This report outlines the developments which have taken place since the last meeting of the Joint Negotiating Committee for Teachers (JNC).

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### 2. Recommendations

- 2.1 This report is for information only and to note that this is a retrospective record of health, safety and well-being activities undertaken by Finance and Resources, HR, health and safety section and other council services.
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### 3. Background

This section of the report details the activities undertaken since the last JNC. The report below focusses on the actions and activities to continue to support the council's new ways of working plans.

- 3.1 A risk-based review of all our policies and guidance documents is under way, we will prioritise a refresh of the documents in line with statutory compliance as well as business needs. The first topics that are being worked on include:
- Accident reporting and investigation guidance
  - Manual handling guidance
  - Alcohol and substance use
  - Violence and aggression in the workplace guidance
- 3.2 The Corporate Health and Safety Committee met in December 2022. The Committee members have been consulted on well-being as well discussing other issues safety issues. The dates for 2023 are being proposed.
- 3.3 The Health and Safety team continue to evaluate contractor's and supplier's health and safety documentation when they apply for contracts with

Renfrewshire Council. Since the last meeting we have assessed **13** high risk contracts and **1** low risk contract.

- 3.4 The Health and Safety team respond on a regular basis to requests for Freedom of Information as well as to Insurance claims. Since the last JNC meeting, **11** have been processed. Most of the FOI's relate to generic incident/accidents/violence at work.
- 3.5 A new version of the accident/incident form was launched on the 5<sup>th</sup> January 2023. This has been the culmination of a collaboration between the Health and Safety team, the Business world team, Trades Unions and service representatives. The new form will make it easier for anyone to report an incident and will allow for greater collection of data.
- 3.6 There have been a few meetings with Scottish Fire and Rescue (SFR) since the last JNC. The meetings are a result of SFR attending call outs to our premises. We discuss, where possible, improvements to the fire safety arrangements.
- 3.7 The Health and Safety team continue to the review of our blood borne virus documentation. This initially started in the Housing teams, but we have expanded this project into a council wide working group to refresh the risk assessments where there may be occupational exposures generated through work-related activities.
- 3.8 The Health and Safety team continue to produce health and wellbeing guidance and campaigns to support the workforce. A significant focus was on working with our colleagues in Organisational Development and One Ren on the joint staff well-being day in November 2022. This provided staff with OH and Counselling information, health and well-being advice, financial and staff benefits information.
- 3.9 The Health and Safety team continue to support the new ways of working arrangements being developed across the council. This includes reviewing floor plate designs and ventilation impacts.
- 4.0 The Health and Safety team have supported the arrangements and the delivery of the Winterfest event in Paisley and the Christmas Lights Switch on events in Renfrew and Johnstone.
- 4.1 The health and safety team continue to support the Council's construction activities through scheduled monthly meetings with the property services team. Since the last JNC meeting the team have also been involved in meetings/site visits for the Paisley Town Hall project and the Paisley Arts Centre project as well as other smaller projects.

- 4.2 The health and safety team continue to support the Underwood Road Depot upgrades, Key areas of activity include: Traffic management review is ongoing, a refocus on signage and pedestrian access and egress. New security CCTV has been put in place covering all areas of the depot. Planning and redesign in place to upgrade the existing street scene vehicle holding area to service and allow vehicular parking for the refuse collection vehicle fleet – Project works are due to start Monday 16<sup>th</sup> January 2023.
- 4.3 The council offered the flu vaccine out to all staff not covered under the criteria for an inoculation from the NHS. We worked with our OH provider from October to December 2022 to deliver face to face inoculations for staff, and the last of the sessions will be delivered in January 2023. We offered vouchers for those who could not attend in person. As part of this programme, we worked closely with our partner organisations (One Ren, RVJB and Scotland Excel) to offer to their staff too.
- 4.4 Meetings have been held with the Head of Education (Inclusion and Quality Improvement) and the teaching trade unions, to review the violence and aggression policy and arrangements within the school environment. The meetings have been very productive and it was agreed to continue to work on this over the next few months. Further updates will be brought to the JNC.
- 4.5 Since the last JNC, across the council there have been 208 courses delivered:

Total course completions between 30. Nov 2022 and 11. Jan 2023	
Course	Completions
Waste Recycling in Schools & Nurseries	5
Infection Prevention and Control (SCIE)	16
Promoting Positive Behaviour Legislation and Guidance	7
Display Screen Awareness (DSE)	116
Ladder Safety Awareness	2
Using the Lifepak Defibrillator	2
Remote Health and Safety Module	1
Manual Handling Module	3
Fire Module	9
Supporting Employees Experiencing Domestic Abuse	2
Accident & Incident Reporting (RIDDOR)	6
Guidance on Food and Drink in Schools (Scotland) Regulations 2020	2
Control of Contractors	11
<i>Fire Warden</i>	16
<i>Violence and Aggression</i>	8
<i>Elected members</i>	2
<b>Total</b>	<b>208</b>

**Renfrewshire Joint Negotiating Committee for Teachers**

**To:** Renfrewshire Joint Negotiating Committee for Teachers

**On: 7 February 2023**

**Grievance Procedures**  
Report by  
**Joint Secretary (Teachers' Side)**

**Background**

A Stage 3 Grievance Hearing held in front of the Personnel Appeals Panel in August 2022 resulted in the teacher's grievance being upheld. The expectation from the Teachers' Side is that the stated resolution would be processed timeously by the Management Side. The processing of the resolution has still not materialised in clear breach of the provisions of JNC 15.

**Action**

The Management Side to honour the provisions of JNC 15 by processing the resolution as a matter of urgency.



**Renfrewshire Joint Negotiating Committee for Teachers**

**To:** Renfrewshire Joint Negotiating Committee for Teachers

**On: 7 February 2023**

**Sickness Allowance**  
Report by  
**Joint Secretary (Teachers' Side)**

**Background**

Renfrewshire Council has seen fit to suspend the sickness allowance for teachers during the ongoing legally mandated industrial action. The SNCT Handbook Part 2 Paragraph 6.17 makes provision for the suspension of the allowance under certain circumstances. There is no reference to industrial action as a reason for suspension of the allowance.

**Action**

The Teachers' Side is seeking reinstatement of the sickness allowance for those teachers who have been affected by Renfrewshire Council's decision to suspend the allowance.

## **Renfrewshire Joint Negotiating Committee for Teachers**

**To:** Renfrewshire Joint Negotiating Committee for Teachers

**On: 7 February 2023**

### **Payroll/Industrial Action Report by Joint Secretary (Teachers' Side)**

#### **Background**

The standard procedure for payment of salary to teachers is through a scheduled payment date to allow for appropriate financial planning throughout the year. The recent industrial action reluctantly undertaken by teachers has implications for payroll in relation to teacher salary. There appears to be a lack of consistency in terms of the dates of salary deductions and the amounts being deducted.

#### **Action**

The Teachers' Side is requesting greater clarity and transparency from Renfrewshire Council around the dates for salary deductions and around the amounts being deducted in order to assist teachers with ongoing financial planning.

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