

## Minute of Meeting Renfrewshire Council Joint Negotiating Committee for Teaching Staff

Date	Time	Venue
Tuesday, 25 April 2023	14:00	Corporate Meeting Room 2, Renfrewshire House,

### PRESENT

#### Representing Renfrewshire Council Management

Councillor E Rodden; and 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) (Children's Services).

#### Representing Renfrewshire Council Teaching Staff

K Fella (Joint Secretary), JP Tonner, T Millar, Y Murray, M Russell, D Tollan (all EIS); R Kane (SSTA); and L Gibson (NASUWT).

### IN ATTENDANCE

M Conaghan, Head of Corporate Governance; C MacDonald, Senior Committee Services Officer (both Finance & Resources).

### APOLOGIES

Councillor Paterson, L Mullin and S Fanning, both Principal HR and OD Advisers (Finance & Resources); A Hall, Education Manager (Development), T McGillivray (Head of Service - Inclusion and Quality Improvement (Joint Secretary)) (Children's Services) and S McCrossan (EIS Adviser to 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 Emma Rodden would chair this meeting of the Renfrewshire Council Joint Negotiating Committee for Teaching Staff.

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

## 2 **MINUTE OF PREVIOUS MEETING**

There was submitted the Minute of the previous meeting held on 25 March 2023.

Under reference to Item 4 – Working Time Agreements: the Allocation of Hours and Teachers’ Contracts, it was agreed that the beginning of paragraph 5 and the Decision at 5(d) be changed to: “The Joint Negotiating Committee agreed that open evenings did not constitute parents meetings and that the time allocated should not be deducted from the time set aside for parents meetings”.

**DECIDED:** That the Minute be approved subject to the amendments.

## 3 **MATTERS ARISING**

Under reference to Item 2(b) - Previous Minute of the meeting held on 21 March 2023 - M Conaghan, Head of Corporate Governance, explained the reasoning for the form of wording included in the Minute of the meeting held on 7 February 2023. He intimated that he was happy for this matter to be taken off-line and an appropriate form of wording constructed.

K Fella indicated that the Teaching Side remained dissatisfied with the wording of the Minute of the meeting held on 7 February 2023 relative to the implementation of JNC/15. He advised that the Teaching Side were now pursuing the matter through the appropriate legal channels.

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

## 4 **WELLBEING AT WORK**

There was submitted a report by the Joint Secretary (Teachers’ Side) relative to Wellbeing at Work. The report included regionally gathered EIS survey data, explored views obtained via focus groups and explored legal duties placed on employers. The report provided a link to the Teacher Health and Wellbeing Report - February 2023.

Discussion took place on stress-related teacher issues and concern for the health and wellbeing of teachers. It was agreed that the PT model would be looked at and a report brought back to a future meeting.

Promotion of the Wellbeing at Work Policy was also discussed and it was agreed that promotion of the Policy including circulation of posters would be considered.

**DECIDED:**

- (a) That Management and Head Teachers explore the reintroduction of the subject of special forums;
- (b) That work be undertaken with HR on the better promotion of the Wellbeing at Work Policy, including circulation of posters; and
- (c) That the report and subsequent discussion be noted.

**5 MENOPAUSE AND SPECIAL LEAVE POLICY**

There was submitted a report by the Joint Secretary (Teachers' Side) relative to the Menopause and Special Leave Policy. The Teachers' Side welcomed this Policy and sought discussion around the additional special paid leave entitlement and its incorporation into JNC 16.

After discussion it was agreed that a PDF of the Menopause and Special Leave Policy would be distributed; that Management and Head Teachers would look at dedicating time for the completion of i-learn courses and general wellbeing support; and Management would explore the issue of ensuring Supply and Temporary staff have access to support.

**DECIDED:**

- (a) That a PDF version of the Menopause and Special Leave Policy would be distributed to all teaching staff;
- (b) That it be agreed that Management and Head Teachers look at dedicating time for the completion of i-learn courses and general wellbeing support;
- (c) That it be agreed that Management explore the issue of ensuring that Supply and Temporary staff have access to support; and
- (d) That the report and subsequent discussion be noted.

**6 DATE OF NEXT MEETING**

That it be noted that the next meeting of the Renfrewshire Council Joint Negotiating Committee for Teaching Staff was scheduled to be held at 2.00pm on 6 June 2023 and that this would be the AGM.