

Minute of Meeting Renfrewshire Council Joint Negotiating Committee for Teaching Staff

Date	Time	Venue
Tuesday, 24 May 2016	14:00	CMR 2, Council Headquarters, Renfrewshire House, Cotton Street, Paisley, PA1 1AN

REPRESENTING RENFREWSHIRE COUNCIL MANAGEMENT

M Dewar, Acting Head of Service, G McKinlay, Head of Schools, J Trainer, Acting Head of Early Years and Inclusion, M Convery, Head Teacher (St James Primary School), Martin Macdonald, Head Teacher (Castlehead High School) and L McAllister, Education Manager (Curriculum & Early Years) (all Children's Services).

REPRESENTING RENFREWSHIRE COUNCIL TEACHING STAFF

K Fella, M Russell, JP Tonner and J Welsh (all EIS).

IN ATTENDANCE

K Brown, Committee Services Officer (Finance & Resources).

APOLOGIES

Councillor Clark; P Macleod, Director of Children's Services (Children's Services); R Hannah, A Howie, J McCusker, H Whittle (all EIS); L Mullin, Principal HR & OD Advisor; and M Greenless (SSTA).

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 John Welsh 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.

2 MINUTE OF PREVIOUS MEETING

There was submitted the Minute of meeting held on 22 March 2016.

DECIDED: That the Minute be approved.

3 JOB SIZING CO-ORDINATORS

There was submitted a report by the Acting Head of Service relative to a proposed increase in the number of people who carry out the role of job sizing co-ordinator on both the management and teacher's sides of the Joint Negotiating Committee (JNC).

The report intimated that a short life working group was recently formed involving key personnel who were involved in the job sizing process for promoted teaching posts. One of the outcomes identified from the first meeting was the requirement to increase the number of people who carry out the job sizing co-ordinator role. Both the management and teacher's sides had secured additional job sizing co-ordinators and Appendix 1 to the report detailed a full list of the names for the 2016/17 session. Training would be provided for all new co-ordinators prior to them starting their role.

The report emphasised that for any post undergoing the job sizing process, a job size co-ordinator for the management and teacher's side must sign it off at an appropriate point.

There was discussion in relation to the potential implications of the named person scheme on job sizing. It was agreed that this would be looked at as a separate issue and that further discussions would be held between the management and teacher's side and that it would also be discussed during the job sizing training courses and a report brought back to a future meeting of the Committee.

DECIDED:

(a) That the appointment of the job sizing co-ordinators for session 2016/17 be approved;

(b) That it be affirmed that both a job size co-ordinator from the management and teacher's side sign it off at an appropriate point;

(c) That further discussions be held between the management and teacher's side in relation to the potential implications of the named person scheme on job sizing; and

(d) That the named person scheme be discussed during the job sizing training courses and a report brought back to a future meeting of the Committee.

4 CHANGE TO THE CHALLENGING BEHAVIOUR RISK ASSESSMENT PROCESS

There was submitted a report by the Acting Head of Early Years and Inclusion relative to a proposed change to the Challenging Behaviour Risk Assessment (CBRA) process.

The report intimated that since the inception of the CBRA process there had been a number of differing scenarios presented and a “bank” of solutions was now available to offer assistance to resolve issues presented. It was proposed to allow the process for managing the CBRA process to be managed within Children’s Services where an incident is identified as matching a previous scenario. The health and safety team would continue to be available to provide assistance with more complex or new situations.

At the meeting of the Joint Negotiating Committee for Teachers on the 23 March 2016, it was agreed that further discussion was required between Management and Teachers regarding the proposed changes to the CBRA process. Following the discussions between the two sides, it was proposed to allow the process for managing the CBRA process to be managed within Children’s Services, where an incident was identified as matching a previous scenario. The health and safety team would continue to be available to provide assistance with more complex or new situations. This change would run for a trial period from August 2016 to the October holiday break 2016 and would be subject to ongoing review. Following the conclusion of the trial period a further report would be submitted to the Committee. It was also agreed that the Joint Secretary (Teacher’s Side) and the Acting Head of Early Years and Inclusion would meet separately to further discuss the details regarding the “bank” of solutions.

DECIDED:

(a) That the change to managing the CBRA process as detailed in paragraph 1.6 of the report be approved;

(b) That it be noted that the agreed change would be on a trial basis and subject to ongoing review as detailed in paragraph 1.7 of the report; and

(c) That it be agreed that the Joint Secretary (Teacher’s Side) and the Acting Head of Early Years and Inclusion meet separately to further discuss the details regarding the “bank” of solutions.

5 CLASS SIZE MAXIMA

There was submitted a report by the Joint Secretaries relative to the SNCT agreement on class size maxima and advised that notwithstanding the move to a S1-S3 broad education model that this was still the extant agreement.

The report detailed the maximum class size for S1 to S6 and confirmed that the practical class size was capped at 20.

DECIDED: That the report be noted.

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 14 June 2016 at 2.00 p.m.