

Notice of Meeting and Agenda

Renfrewshire Council Joint Negotiating Committee for Teaching Staff

Date	Time	Venue
Tuesday, 19 May 2015	14:00	CMR 2, Council Headquarters, Renfrewshire House, Cotton Street, Paisley, PA1 1AN

KENNETH GRAHAM
Head of Corporate Governance

Members

REPRESENTING RENFREWSHIRE COUNCIL MANAGEMENT

Councillors Henry and Clark; P McLeod, Director of Children's Services; G McKinlay, Head of Service; M Dewar, Acting Head of Service; M Convery, Head Teacher, St James Primary School; M Macdonald, Head Teacher, Castlehead High School; and L McAllister, Education Manager (Curriculum & Early Years) (all Children's Services); D Marshall, Head of HR & Organisational Development, and D McCann, Principal HR Adviser (both Finance & Resources).

REPRESENTING RENFREWSHIRE COUNCIL TEACHING STAFF

M Russell, R Hannah, J Welsh, J McCusker, H Whittle; K Fella; and A Howie (1 vacant post) (all EIS); J Stead (NASUWT); M Greenlees (SSTA); and Stephen McCrossan (Adviser to the Teachers' side).

Items of business

Apologies

Apologies from members.

1 Appointment of Chairperson

2 Minute of previous meeting 3 - 6

Minute of 17th March, 2015.

3 Compulsory transfer of unpromoted teachers in secondary schools 7 - 8

Report by Joint Secretary (Teachers' Side).

4 Failure to agree 9 - 10

Report by Joint Secretaries.

5 Date of next meeting

Note that the next meeting will be held on Tuesday, 16th June, 2015 at 2.00 pm.

Minute of Meeting

Joint Negotiating Committee for Teaching Staff

Date	Time	Venue
Tuesday, 17 March 2015	14:00	CMR 2, Council Headquarters, Renfrewshire House, Cotton Street, Paisley, PA1 1AN

REPRESENTING RENFREWSHIRE COUNCIL MANAGEMENT

Councillor Henry; G McKinlay, Head of Service, M Dewar, Acting Head of Service, M Convery, Head Teacher, St James Primary School and L McAllister, Education Manager (Curriculum & Early Years) (all Children's Services); and D Marshall, Head of HR & Organisational Development and D McCann, Principal HR Adviser (both Finance & Resources).

REPRESENTING RENFREWSHIRE COUNCIL TEACHING STAFF

M Russell, J Welsh, H Whittle, K Fella and A Howie (all EIS).

IN ATTENDANCE

E Currie, Committee Services Officer (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 Henry chair this meeting of the Renfrewshire Council Joint Negotiating Committee for Teaching Staff.

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

2 **APOLOGIES**

Councillor Clark; M Macdonald, Head Teacher, Castlehead High School (Children's Services); R Hannah and J McCusker (both EIS); M Greenlees (SSTA); and Stephen McCrossan (Adviser to the Teachers' side).

3 **MINUTE OF PREVIOUS MEETING**

There was submitted the Minute of the meeting held on 21st January, 2015.

The Head of Service advised that Peter Macleod, Director of Children's Services, would replace Robert Naylor on the Management Side of the Committee.

DECIDED:

(a) That the Minute be approved; and

(b) That it be noted that the Director of Children's Services would replace the Director of Education & Leisure on the Management Side of the Committee.

4 **ACTION FROM PREVIOUS MINUTE**

There was submitted the action note for the meeting held on 21st January, 2015.

It was noted that Committee Services were now operating a new committee management system which would no longer produce action notes in the format submitted to the Committee. Minutes of meetings contained the same information as the action note and if any matters required to be raised this could be done during consideration of the previous Minute.

DECIDED:

(a) That the progress on the items be noted; and

(b) That it be noted that Committee Services were now operating a new committee management system which would no longer produce action notes in the format submitted

to the Committee. Minutes of meetings contained the same information as the action note and if any matters required to be raised this could be done during consideration of the previous Minute.

SEDERUNT

M Convery entered the meeting during consideration of the following item of business.

5 RENFREWSHIRE COUNCIL WITHDRAWAL FROM COSLA

There was submitted a report by the Joint Secretary (Teachers' Side) relative to Renfrewshire Council's withdrawal from CoSLA.

It was noted that the Joint Secretary (Teachers' Side) and the Acting Head of Service had arranged a meeting to discuss this matter.

Councillor Henry intimated that both she and the Leader of the Council would meet with the Teachers' Side to discuss this matter.

DECIDED:

(a) That it be noted that the Joint Secretary (Teachers' Side) and the Acting Head of Service had arranged a meeting to discuss this matter; and

(b) That it be noted that Councillor Henry and the Leader of the Council would meet with the Teachers' Side to discuss this matter.

6 REPORT OF SUPPLY TEACHER REVIEW GROUP (JS/15/52)

There was submitted a report by the Joint Secretary (Teachers' Side) relative to the report issued by the Supply Teacher Review Group (JS/15/52). The report intimated that the Joint Secretaries of the SNCT were required to report back on the recommendations within the report and they would be contacting each Council seeking assurance that the recommendations had been considered and information on any actions taken.

DECIDED: That the Acting Head of Service meet with the Joint Secretaries of this Committee to discuss this matter.

7 SCHOOL HOLIDAY ARRANGEMENTS SCHOOL SESSION 2016/17

There was submitted a report by the Acting Head of Service relative to the pattern of school holiday arrangements for school session 2016/17. The report intimated that each year the Education Policy Board determined a framework for school holiday arrangements for the following session. Following consultation with all interested parties the Education Policy Board at its meeting held on 5th March, 2015 agreed the proposed holiday dates for session 2016/2017 and a copy of the report considered by the Education Policy Board was attached as an Appendix.

The report intimated that, in line with consultation arrangements, four possible proposals had been circulated to staff, parent councils, pupil councils, teaching and other trade

unions for consideration. The school holiday proposal preferred by the majority of those consulted was detailed in appendix 1 to the report, with appendices 2, 3 and 4 showing the holiday patterns less favoured. The outcome of the consultation was detailed in appendix 5 to the report.

A discussion took place relative to the one establishment one vote methodology used as part of the consultation exercise and it was agreed that the Acting Head of Service investigate other options and meet with the Joint Secretary (Teachers' Side) to discuss this matter.

DECIDED:

(a) That the school holiday arrangements for the academic year 2016/17, as detailed in appendix 1 to the report, be noted; and

(b) That the Acting Head of Service look at other options available for use during the consultation exercise and meet with the Joint Secretary (Teachers' Side) to discuss this matter.

8 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 19th May, 2015 at 2.00 p.m.

Renfrewshire Joint Negotiating Committee for Teachers

To: Renfrewshire Joint Negotiating Committee for Teachers

On: Compulsory Transfer of Unpromoted Teachers in Secondary Schools

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

The Teachers' Side wishes to raise the issue of the agreed procedure for the compulsory transfer of surplus unpromoted teachers in secondary schools. The concerns relate to a need for a consistent and transparent implementation of the policy with specific reference to the identification of members of staff who are deemed to be surplus; the existing protections in place for surplus teachers who have been transferred; the manner in which teachers deemed to be surplus are informed of the decision.

Recommendation

That the Management Side and Teachers' Side convene a meeting to discuss the concerns raised by the Teachers' Side.

Renfrewshire Joint Negotiating Committee for Teachers

To: Renfrewshire Joint Negotiating Committee for Teachers

On: 19th May 2015

Report by Joint Secretaries

Failure to Agree

1) Summary

A formal declaration of dispute was lodged by the Joint Secretary Teachers' Side under the auspices of JNC 1/Revised on the grounds of breach of procedure. As a result of a failure to agree at local level the matter was referred to the Joint Secretaries of the SNCT. The solution proposed by the Joint Secretaries is not acceptable to the Teachers' Side.

2) Recommendation

That this report be noted and that the matter be referred to the Joint Chairs of the SNCT to determine as advised by the SNCT Joint Secretaries.

