

Renfrewshire Joint Negotiating Committee for Teachers

To: Renfrewshire Joint Negotiating Committee for Teachers

On: 30 August 2022

School Agreements on a Flexible Approach to Working Hours

Report by

Joint Secretary (Teachers' Side)

Background

Several teachers, predominantly in the Primary sector, have recently raised concerns with the trade unions around the allocation of non-class contact time and have reported that their contractual entitlement to preparation and correction time has been adversely affected by staffing shortages. Often this has happened at short notice and without any consultation with the affected individuals, contrary to the national agreement.

The SNCT handbook at Part 2 Appendix 2.17 :

https://www.snct.org.uk/wiki/index.php?title=Appendix_2.17

Code of Practice on Working Hours, Working Week outlines the basis of a flexible approach to the working week but it also sets limits and sets the expectation that:

(vii) This flexible approach should be planned prior to the beginning of the academic year; this should be part of the school's annual working time discussions and not normally used to deal with short term cover situations.

The Teachers' Side expects schools to abide by this national agreement and that where unforeseen circumstances arise and schools need to adopt a flexible approach that this will be agreed with staff and be included as part of the school's Working Time Agreement.

Action

- That Head Teachers be reminded of the SNCT agreement and the need for consultation and that any agreed periods of variation should be indicated as part of the WTA.
- That suitable 'payback' procedures are agreed in schools in instances where teachers need to be utilised.
- In schools where there is no trade union representative that WTAs be forwarded to the joint secretaries to ensure that mechanisms are included in line with the above SNCT agreement.