

Minute of Meeting

Renfrewshire Council Joint Negotiating Committee for Teaching Staff

Date	Time	Venue
Tuesday, 16 June 2015	14:00	CMR 2, Council Headquarters, Renfrewshire House, Cotton Street, Paisley, PA1 1AN

PRESENT

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, 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, J Welsh, J McCusker, H Whittle; K Fella; and A Howie (all EIS) and G Glover (SSTA).

IN ATTENDANCE

G McCormick, Personnel Officer and E Currie, Committee Services Officer (both Finance & Resources).

APOLOGIES

Councillor Clark; P Macleod, Director of Children's Services, R Hannah (EIS) and M Greenlees (SSTA).

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 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 MINUTE OF PREVIOUS MEETING

There was submitted the Minute of meeting held on 19 May, 2015.

DECIDED: That the Minute be approved.

3 PROFESSIONAL REVIEW AND DEVELOPMENT AND PROFESSIONAL UPDATE

Under reference to item 5 of the Minute of the meeting of this Committee held on 9 September, 2014 there was submitted a report by the Acting Head of Service relative to the recent survey carried out in connection with monitoring the progress made by the Professional Review and Development Steering Group, teacher engagement with the Professional Review and Development and Professional Update process and how well systems had been implemented.

The report intimated that from August 2014 all General Teaching Council Scotland (GTC Scotland) registered teachers required to participate in the Professional Update process. This included engagement in an ongoing process of Professional Review and Development (PRD) which was confirmed with the GTC Scotland every five years. The PRD process was the vehicle for Professional Update, the key purposes of which were to maintain and improve the quality of our teachers as outlined in the relevant Professional Standards; and to enhance the impact they had on pupils' learning and to support, maintain and enhance teachers' continued professionalism and the reputation of the teaching profession in Scotland.

The PRD steering group had been in place since November 2013 and continued to support the implementation of this process through the provision of training, reviewing documentation, evaluating all stages of the implementation and as professionals reflecting upon their own leadership skills. The report detailed the progress to date.

The PRD steering group had carried out a survey across Renfrewshire Council in April 2015 to gather views and opinions on the progress of the implementation of the PRD/PU process. There were over 200 responses from teachers across establishments. The survey results indicated a positive response but also highlighted areas for improvement and these were detailed in the report together with the next steps which included engagement in early discussions with the JNC about working time agreement and allocation of hours to PRD.

DECIDED:

(a) That the work of the PRD steering group, the results of the survey and proposed next steps in the process be noted; and

(b) That the JNC engages in discussion with regards to the working time agreement.

4 SCHEME FOR THE APPOINTMENT OF TEMPORARY TEACHERS TO PERMANENT POSTS

There was submitted a report by the Acting Head of Service relative to the revised scheme for the appointment of temporary teachers to permanent posts, attached as an appendix to the report. The report intimated that in August 2001, the Lifelong Learning & Work Policy Board agreed a revision to SC16(c), relating to Appendix 1, the transfer of temporary teachers to permanent staff – principles of operation.

This report sought to review the scheme for the appointment of temporary teachers to permanent posts and agree a way forward which would balance the interests of temporary teachers, whilst safeguarding the future staffing needs of Renfrewshire Council.

A discussion took place between both sides and it was noted that both sides agreed to the revised scheme, in principal, subject to both parties meeting to agree the wording of the revised principles of operation.

DECIDED:

(a) That the revised scheme for the appointment of temporary teachers to permanent posts, as detailed in the appendix to the report, be approved;

(b) That the JNC sub-group meet with a view to finalising the revised principles of operation for implementation at the start of school session 2015/16; and

(c) That a report on this matter be submitted to the next meeting of the Committee to be held on 8 September, 2015.

ANNUAL GENERAL MEETING

5 MEMBERSHIP OF THE RENFREWSHIRE COUNCIL JOINT NEGOTIATING COMMITTEE FOR TEACHERS 2015/16

There was submitted a report by the Joint Secretaries relative to membership of the Renfrewshire Council Joint Negotiating Committee for Teaching Staff for 2015/16. It was noted that the membership of the Renfrewshire Council Joint Negotiating Committee for Teaching Staff would be:-

Management side

Councillor Jacqueline Henry

Councillor Stuart Clark

Peter Macleod, Director of Children's Services

Gordon McKinlay, Head of Service

Michael Dewar, Acting Head of Service
Laura McAllister, Education Manager
Margaret Convery, Head Teacher, St James Primary School
Martin Macdonald, Head Teacher, Castlehead High School
David Marshall, Head of HR and Organisational Development
Denis McCann, Principal HR Adviser

Teacher's side

Kenny Fella (EIS)
Margaret Russell (EIS)
Ross Hannah (EIS)
John Welsh (EIS)
Joan McCusker (EIS)
Angela Howie (EIS)
Hamish Whittle (EIS)
John Paul Tonner (EIS)
Jack Stead (NASUWT)
Mark Greenlees (SSTA)

It was noted that Stephen McCrossan had been nominated as the Adviser to the teachers' side.

Councillor Henry was nominated as Chair of the management side and John Welsh was nominated as Chair of the teachers' side. There being no other nominations, Councillor Henry and John Welsh were appointed as Joint Chairs of the Renfrewshire Council Joint Negotiating Committee for Teaching Staff.

Kenny Fella was nominated as Joint Secretary for the teachers' side and David Marshall was nominated as Joint Secretary for the management side. There being no other nominations, Kenny Fella and David Marshall were appointed as Joint Secretaries of the Renfrewshire Council Joint Negotiating Committee for Teaching Staff.

DECIDED:

(a) That the membership of the Renfrewshire Council Joint Negotiating Committee for Teaching Staff be noted; and

(b) That the appointments of Councillor Henry and John Welsh as Joint Chairs and Kenny Fella and David Marshall as Joint Secretaries of the Renfrewshire Council Joint Negotiating Committee for Teaching Staff be noted.

6 ANNUAL REPORT FOR SESSION 2014/15

There was submitted a report by Joint Secretaries relative to the annual report 2014/15. The report intimated that in the period covered by the annual report, five ordinary meetings of the Committee had taken place. The appendix to the report detailed the membership and minuted agreements of the Renfrewshire Council Joint Negotiating Committee for Teaching Staff during 2014/15.

Councillor Henry and the management side wished to place on record the Council's appreciation for the work carried out by all teachers in Renfrewshire.

DECIDED:

- (a) That the report be noted; and
- (b) That the annual report be circulated to all education establishments as a JNC circular.

7 DATES FOR FUTURE MEETINGS 2015/16

There was submitted a report by Joint Secretaries relative to dates of future meetings of this Committee for 2014/15.

DECIDED: That it be noted that meetings of the Renfrewshire Council Joint Negotiating Committee for Teaching Staff would be held at 2.00 pm on 8 September, 2015, 17 November, 2015, 2 February, 2016, 22 March, 2016, 24 May, 2016 and 14 June, 2016 (Annual General Meeting).