

## Renfrewshire Joint Negotiating Committee for Teachers

To: Renfrewshire Joint Negotiating Committee for Teachers

On: 6 February 2024

### Report by Interim Head of Education

#### JNC/20 Scheme for the Appointment of Temporary Teachers to Permanent Posts: (Addendum)

#### 1. Background

- 1.1 Under JNC 20 where a teacher has met the qualifying criteria they may apply for a permanent contract with the Council and will receive confirmation of their entitlement to permanency in writing when the following qualifying criteria are met:
  - The required period of service or qualifying period is completed.
  - There is evidence of satisfactory teaching throughout the period of service.
- 1.2 At present an application must be submitted to HR using the prescribed proforma no later than 30 April in any given year.
- 1.3 It is intended that those whose applications are successful will if possible be allocated to a vacancy within a school as part of the annual staffing exercise for allocation in August in each session.
- 1.4 The above submission date does not align well with the key milestones of the annual staffing exercise and therefore does not best serve the interests of temporary teachers nor future staffing needs of Renfrewshire Council
- 1.5 Management therefore requested a trial period during which a change to the submission date for JNC 20 applications would be implemented to better serve mutual interests and needs; that is a change from 30 April to 20 November.
- 1.6 Discussion took place with Trade Unions representatives who agreed to the trial period with the proviso that for the first year there could be two submission dates - in April and November - so that applicants were not disadvantaged.

#### 2. Recommendation

- 2.1. Members of the JNC are asked to:
  - approve and formalise to make permanent this change of submission date from 30 April to 30 November.