

Renfrewshire Joint Negotiating Committee for Teachers

To: Renfrewshire Joint Negotiating Committee for Teachers

On: 5 September 2023

JNC 15 Grievance Procedures
Report by
Joint Secretary (Teachers' Side)

Background

At a recent Tribunal, an Employment Judge was highly critical of Renfrewshire Council's handling of the grievance process. Criticisms included issues with evidence gathering, procedural irregularities, poor quality decision making, bias and lack of fairness. All of the aforementioned contributed to the undermining of trust and confidence in the grievance process.

Action

The Teachers' Side is seeking an urgent meeting with the Management Side to discuss the application of the JNC 15 grievance protocols in order that Renfrewshire teachers can feel that their grievances are being respected through a process that inspires trust and confidence.