

Minute of Meeting Renfrewshire Council Joint Negotiating Committee for Teaching Staff

Date	Time	Venue
Tuesday, 14 May 2019	14:00	Corporate Meeting Room 2, Council Headquarters, Renfrewshire House, Cotton Street, Paisley, PA1 1AN

Representing Renfrewshire Council Management

G McKinlay, Head of Schools, L McAllister, Acting Head of Early Years and Broad General Education and A Hall, Education Manager (Development) (all Children's Services).

Representing Renfrewshire Council Teaching Staff

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

In Attendance

A McNaughton, Senior Committee Services Officer (Finance & Resources).

Apologies

Provost L Cameron, Councillor J Paterson, S Quinn, Acting Director of Children's Services, M Dewar, Head Teacher (Parkmains High School), L Mullin, Principal HR Adviser, J McCusker and J P Toner (both EIS), S Dargie (SSTA) and S McCrossan (Adviser to the Teachers' Side).

Declarations of Interest

There were no declarations of interest intimated prior to commencement of the meeting.

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, in the absence of both Provost Cameron and Councillor Paterson, John Welsh would chair this meeting of the Renfrewshire Council Joint Negotiating Committee for Teaching Staff.

It was noted that the next meeting would be the AGM at which both Renfrewshire Council and the Teachers' Side would confirm membership of the Joint Negotiating Committee.

DECIDED:

(a) That John Welsh chair this meeting of the Renfrewshire Council Joint Negotiating Committee for Teaching Staff; and

(b) That it be noted that membership of the Joint Negotiating Committee by both Renfrewshire Council and the Teachers' Side would be confirmed at the AGM.

2 Minute of Previous Meeting

There was submitted the Minute of meeting held on 19 March 2019.

In relation to item 3 of the Minute – Homework Apps – the Head of Schools advised that positive discussion between both sides had resolved concerns relating to the use of homework apps. Head Teachers had been advised not to use homework apps as a monitoring tool and any specific instances were to be notified to the Acting Head of Early Years and Broad General Education. This matter would continue to be monitored.

DECIDED:

(a) That the update be noted; and

(b) That the Minute be approved.

3(a) SNCT Pay Agreement 2018/21

There was submitted a report by the Head of Schools relative to the SNCT Pay Agreement 2018/21. A copy of SNCT 18/70 setting out full details of the pay agreement was appended to the report.

The Head of Schools advised that Renfrewshire Council was committed to implementing the pay agreement in full and to ensuring that teachers received both elements of the pay award; back pay and uplift, in their June salary.

As each element of the pay award required to be processed independently using two separate payment systems, including Business World, the content of pay advice notices would appear somewhat different and teachers would be advised to expect

this change of content layout.

The complexity of the exercise to ensure all salary payments were made correctly, including to new staff and to staff who had left, changed post or retired was acknowledged. The Teachers' Side would be informed timeously, and before the payroll cut-off point, of any technical difficulties that might impact on the timescale for delivery of the pay award.

In terms of Job-sizing, the Head of Schools advised that a report on training would be submitted to the next meeting (AGM) by the Education Manager (Development).

In terms of Workload, the Head of Schools advised that Renfrewshire Council was committed to working with the Teachers' Side to reduce the workload of teachers and to undertake joint activity to assist in reducing and preventing unnecessary workload through increasing teacher agency and school empowerment. It was noted that a sampling exercise would be undertaken to work through any issues and would conclude in the Autumn.

In terms of additional In-Service Days, the Head of Schools advised that, before the end of June, Renfrewshire Council would consult with all stakeholders on proposals for additional In-Service Days. It was recognised that, to minimise the likely impact on parents, the two additional days could be added to current long weekends.

DECIDED: That the report and information provided be noted.

3(b) SNCT Pay Agreement 2018/21

There was submitted a report by the Joint Secretary (Teachers' Side) relative to the SNCT Pay Agreement 2018/19. The Teachers' Side sought a guarantee that the uplift in pay along with the associated back pay would be processed in time for teachers to receive the award in the June 2019 salary. Agreement was also sought in relation to moving forward with the range of other factors outlined in the agreement.

Having heard K Fella (EIS), it was noted that:

- Renfrewshire Council was committed to ensuring that teachers would receive their back pay and uplift in June salaries and the Teachers' Side would be informed timeously of any issues that might impact on the timescale for delivery;
- the Teachers' Side would be involved in discussions about job-sizing/workload issues and would meet with the Education Manager (Development) about these matters after this meeting;
- although Head Teachers and the EIS had agreed that the programme of In-Service days would be agreed at a local level, the Teachers' Side was concerned that two additional In-Service days would not resolve the workload issues and suggested that a more strategic approach be taken to resolving workload issues.

DECIDED: That both Renfrewshire Council and the Teachers' Side were in broad agreement about how the pay agreement would be implemented and ongoing dialogue between both sides would ensure a constructive and collegiate approach to the other factors set out in the agreement.

4 Date of Next Meeting

The next meeting was scheduled to take place on Tuesday, 11 June 2019 at 2.00 pm in Corporate Meeting Room 2.

DECIDED: That it be noted that the next meeting of the Renfrewshire Council Joint Negotiating Committee for Teaching Staff would take on Tuesday, 11 June 2019 at 2.00 pm in Corporate Meeting Room 2.