

LOCAL NEGOTIATING COMMITTEE FOR TEACHERS

At the Meeting of the Local Negotiating Committee for Teachers held in Meeting Room 2, Council Offices, Garshake Road, Dumbarton on Tuesday, 10 March 2009 at 10.10 a.m.

Present: Councillors Jonathan McColl and Patrick McGlinchey, Dave Clarke, Head of Service (Resources), Educational Services; Geraldine Lyden, Personnel Adviser, Educational Services (for Tricia O'Neill; Head of Human Resources and Organisational Development); Rae Strang, Head Teacher, Bonhill Primary School; Graham Hutton, Head Teacher, Dumbarton High School; Kathleen Burns, E.I.S.; Olean Allison, E.I.S.; James Moore, E.I.S. (for Kathleen Burns, E.I.S.); Charles Docherty, E.I.S.; Colin Galletly, E.I.S.; Stewart Paterson, Teachers' Convener, E.I.S.; Josephine McDaid, E.I.S., Chair, Janice Wardrop, E.I.S. and Alex McEwan, S.S.T.A.

Attending: Lorraine Beveridge, Committee Officer, Legal, Administrative and Regulatory Services.

Apologies: Apologies were intimated on behalf of Councillors George Black and May Smillie and Terry Lanagan, Executive Director of Educational Services.

Josephine McDaid in the Chair

CHAIR'S REMARKS

Before commencing with the business of the Meeting, Ms McDaid, Chair, welcomed Mr Hutton, Head Teacher of Dumbarton Academy to his first Meeting of the LNCT.

Ms McDaid informed the Committee that Kathleen Burns, E.I.S. had resigned from the LNCT and that James Moore would attend future meetings as a previously named substitute for the E.I.S.

The Committee agreed to note the position and to thank Ms Burns for her service during her time as a member of the LNCT.

MINUTES OF PREVIOUS MEETING

There was submitted and approved the Minutes of Meeting of the Local Negotiating Committee for Teachers (LNCT) held on 9 December 2008.

After hearing Ms Lyden in answer to members' questions, the Committee noted:-

- (1) that following approval by the Education and Lifelong Learning Committee, the Learning Representatives Agreement and the Procedures for Awarding Incremental Progression would be uploaded onto West Dunbartonshire Council' Website and the SNCT's Website; and
- (2) that the Procedures for Awarding Incremental Progression would be included in recruitment packs sent out to applicants for Teachers' posts.

SNCT 31 CODE OF PRACTICE ON THE USE OF TEMPORARY CONTRACTS

A report was submitted by the Joint Secretaries of the LNCT seeking a review of the previous agreement made in April 2005 regarding the code of practice on the use of temporary contracts (former Scottish Negotiating Committee for Teachers (SNCT) 31, Appendix 2.8 of the SNCT Handbook 2007), due to the reduction in staffing requirements, the reduction in peripatetic employment and the differing interpretation of the April 2005 LNCT agreement.

In this respect, Mr Paterson informed the Committee that although the report indicated that it was a joint report, in fact it had been submitted by the Management Side and had not been amended by the Teachers' Side to reflect the outcome of discussions held with the LNCT/JCC Sub Group. He confirmed that this had been due to the constraints in relation to new timescales agreed by Council for submission of reports.

After discussion and having heard both Sides, the Committee agreed:-

- (1) that the matter be remitted to the LNCT/JCC Sub Group for further discussion and that a more substantive detailed report containing specific recommendations and examples in relation to the code of practice on the use of temporary contracts would be submitted to the next meeting of the LNCT for consideration;
- (2) to note that a procedure was already in place to monitor and record temporary employees' performance and progression during their period of employment with West Dunbartonshire Council, of which each employee was kept informed; and
- (3) that Ms Lyden would provide Councillor McGlinchey with statistics on the number of teachers presently employed by West Dunbartonshire Council on temporary contracts.

DECLARATION OF INTEREST

Mr Moore, as the E.I.S. representative in Our Lady & St. Patrick's High School, declared a non pecuniary interest in the following item and took no part in the discussion.

FAILURE TO AGREE: OUR LADY & ST. PATRICK'S HIGH SCHOOL

A report was submitted by the Joint Secretaries of the LNCT providing an update on the progress made following the failure to agree on a 35 hour working week at Our Lady & St. Patrick's High School (OLSP).

After discussion and having heard the Joint Secretaries to the LNCT in further explanation and in answer to Members' questions, the Committee agreed:-

- (1) to note that the Management Side and the Teachers' Side felt that the advice given by the SNCT Joint Secretaries, attached as an Appendix to the report, which although helpful did not accurately reflect what had been discussed at the meeting held on 9 February 2009;
- (2) to note that, in an attempt to reach an agreement, OLSP School Negotiating Committee would meet with the Joint Secretaries to the LNCT during March 2009;
- (3) to note that the results of the aforementioned meeting would be submitted to the next meeting of the LNCT;
- (4) to note that negotiations for a new agreement for session 2009/10 would commence in June 2009 after guidelines were issued by the LNCT in May 2009;
- (5) to note that a report by the Management Side on Curriculum for Excellence may be submitted to the May meeting of the LNCT; and
- (6) otherwise to note the contents of the report and the attached Appendix (SNCT advice letter).

Ms McDaid, Chair, informed the Committee that the Teachers' Side had been dissatisfied with the delay by the Management Side in its submission to the SNCT and proposed that any future submissions should be made simultaneously.

Councillor J. McColl informed the Committee that the Teachers' Side's comments would be relayed to the Executive Director of Educational Services.

After discussion the Committee noted that a report on the 35 hour working week agreement would be submitted to the next meeting of the Committee.

The meeting closed at 10.45 a.m.