

LOCAL NEGOTIATING COMMITTEE FOR TEACHERS

At the Annual General Meeting of the Local Negotiating Committee for Teachers held in Meeting Room 3, First Floor, Council Offices, Garshake Road, Dumbarton on Tuesday, 18 September 2012 at 10.00 a.m.

Present: Councillors Jonathan McColl, Patrick McGlinchey, Ian Murray and Michelle Stewart; Laura Mason, Head of Service, Educational Services; Jacqui Lynam, Head Teacher, Dumbarton Academy; Simon Simpson, Head Teacher, Levenvale Primary School; Josephine McDaid, E.I.S., Stewart Paterson, Teachers' Convener, E.I.S.; Janice Wardrop, E.I.S.; Olean Allison, E.I.S.; Michael Dolan, E.I.S.; Karen Jakeman, E.I.S.; Gavin Corrigan, E.I.S and Alex McEwan, S.S.T.A.

Attending: Geraldine Lyden, Human Resources Business Partner, Educational Services; and Nuala Borthwick, Committee Officer, Legal, Democratic and Regulatory Services.

Apology: An apology for absence was intimated on behalf of Terry Lanagan, Executive Director of Educational Services.

Councillor Patrick McGlinchey in the Chair

CHAIR'S REMARKS

Before commencing with the business of the meeting, Councillor McGlinchey, Chair, welcomed Simon Simpson, Head Teacher, Levenvale Primary School, to his first meeting of the LNCT as the Primary Schools' representative and thanked Julie McGroggan, Head Teacher, St. Michael's Primary School for her time on the Committee.

DECLARATIONS OF INTEREST

It was noted that there were no declarations of interest in any of the items of business on the agenda.

MEMBERSHIP

In accordance with Paragraph 6 of the Local Recognition and Procedure Agreement, the Committee is asked to note that the membership of the Committee for the forthcoming year would be as follows:-

Teachers' Side

Members: Stewart Paterson, Teachers' Convener, E.I.S.; Josephine McDaid, E.I.S. (Chair); Janice Wardrop, E.I.S.; Olean Allison, E.I.S.; Michael Dolan, E.I.S.; Gavin Corrigan, E.I.S.; Karen Jakeman, E.I.S.; and Alex McEwan, S.S.T.A.

Substitutes for any member of the Teachers' Side: James Halfpenny, E.I.S.; and Gavin Ross, S.S.T.A.

Adviser: Lachlan Bradley, E.I.S Area Officer.

Management Side

Members: Councillor Jonathan McColl; Councillor Patrick McGlinchey (Vice Chair); Councillor Ian Murray; Councillor Michelle Stewart; Terry Lanagan, Executive Director of Educational Services; Laura Mason, Head of Service, Educational Services; Jacqui Lynam, Head Teacher, Dumbarton Academy; and Simon Simpson, Head Teacher, Levenvale Primary School.

Substitutes: Geraldine Lyden, Human Resources Business Partner, Educational Services; and Margaret Mackay, Quality Improvement Officer, Educational Services.

CHAIR AND VICE-CHAIR

In accordance with Paragraph 9 of the Local Recognition and Procedure Agreement, the Committee is asked to note that in this, the tenth year of the LNCT, Josephine McDaid, E.I.S would assume the Chair for the Teachers' Side and Councillor Patrick McGlinchey will assume the position of Vice-Chair for the Management Side.

Josephine McDaid in the Chair

MINUTES OF PREVIOUS MEETING

The Minutes of Meeting of the Local Negotiating Committee for Teachers held on 26 June 2012 were submitted and approved as a correct record.

With reference to the item under the heading 'SNCT JS/12/36 Supplementary Questionnaire on Supply', Mr Paterson was heard in relation to the response sent to the SNCT providing information pertaining to supply teachers and advised that the SNCT had not reported on the negotiations regarding engagement of supply teachers. However, the SNCT had advised that it intended to re-negotiate the agreement reached previously and would be re-issuing a further questionnaire. It was noted that this further questionnaire would be issued to schools and thereafter a response would be submitted to the SNCT.

GUIDANCE FOR HEADTEACHERS ON THE USE OF CAREER BREAKS IN RELATION TO TEACHING STAFF

A report was submitted by the Joint Secretaries to the LNCT providing an update on the reviewed procedures outlined in LNCT Agreement No.8 – Guidance for Head Teachers on the use of Career Breaks in relation to Teaching Staff.

Following discussion and having heard both sides, the Committee agreed:-

- (1) to note that paragraph 4.9 of the document entitled, 'LNCT Agreement No 8 – Guidance for Head Teachers on the use of Career Breaks in relation to Teaching Staff' should be amended to read as follows:-

4.9 Paid Employment During a Career Break

A teacher or associated professional should not undertake alternative full-time employment while on a career break. If an employee wishes to take up full employment, a secondment may be appropriate and should be discussed with the staffing department through their line manager in the first instance. If there are financial difficulties on a career break, it would be permissible to take part time employment;

- (2) to note that it was anticipated that a Secondment Procedure would be submitted to the next meeting of the Committee for agreement following discussions with legal services; and
- (3) otherwise to note the reviewed procedures outlined in 'LNCT Agreement No. 8 – Guidance for Head Teachers on the use of Career Breaks in relation to Teaching Staff'.

SURROGACY LEAVE

A report was submitted by the Joint Secretaries to the LNCT providing an update on the reviewed procedures to be followed by Educational Services when dealing with Surrogacy Leave.

Following discussion and having heard both sides, the Committee agreed:-

- (1) to note that where cover was required for the employee on Surrogacy Leave then this would be an additional cost which would be covered by the local authority; and
- (2) to note the reviewed procedures outlined in the 'LNCT Agreement 9 – Guidance for Head Teachers on Surrogacy Leave in relation to teaching staff'.

PROGRAMME OF MEETINGS

The Committee noted that meetings were normally held during the months of December, March, May/June and September (Annual General Meeting).

After discussion and having heard both Sides, it was agreed that the Committee would meet on the following dates in Meeting Room 3, Council Offices, Garshake Road, Dumbarton:-

Tuesday, 18 December 2012 at 10.00 a.m.

Tuesday, 19 March 2013 at 10.00 a.m.

Tuesday, 4 June 2013 at 10.00 a.m.

Tuesday, 10 September 2013 at 10.00 a.m. (AGM)

CHAIR'S REMARKS

Mrs McDaid, Chair, was heard in relation to the possible requirement for a special meeting of the LNCT to be held in October 2012 to consider the outcome of the McCormac Review of Teacher Employment in Scotland.

Having heard Mr Paterson, the Committee noted that the outcome of the McCormac Review may have an impact on the Council's 35 Hour Working Week Agreement which would normally be considered in May or June of each year.

The meeting closed at 10.08 a.m.