

LOCAL NEGOTIATING COMMITTEE FOR TEACHERS

At the Meeting of the Local Negotiating Committee for Teachers held in Committee Room 3, First Floor, Council Offices, Garshake Road, Dumbarton on Tuesday, 18 December 2012 at 10.05 a.m.

Present: Councillors 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; Stewart Paterson, Teachers' Convener, E.I.S.; Michael Dolan, E.I.S.; Karen Jakeman, E.I.S.; Gavin Corrigan, E.I.S.; Alex McEwan, S.S.T.A and Gavin Ross, S.S.T.A.

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

Apologies: Apologies for absence were intimated on behalf of Councillors Jonathan McColl and Hazel Sorrell; Terry Lanagan, Executive Director of Educational Services; Josephine McDaid, E.I.S.; Olean Allison, E.I.S. and Janice Wardrop, E.I.S.

APPOINTMENT OF CHAIR

In the absence of the Chair, Josephine McDaid, the Vice- Chair Councillor Michelle Stewart assumed the Chair.

TWO MINUTES OF SILENCE

At the request of Councillor Stewart, the Committee agreed to observe two minutes of silence as a mark of respect for the children, teachers and families in Newtown, Connecticut, America.

CHAIR'S REMARKS

The Chair, Councillor Stewart, advised the Committee that Gavin Ross, S.S.T.A was in attendance shadowing Alexander McEwan, S.S.T.A. who would be retiring in the near future.

DECLARATIONS OF INTEREST

It was noted that there were no declarations of interest.

MINUTES OF PREVIOUS MEETING

The Minutes of the Annual General Meeting of the Local Negotiating Committee for Teachers held on 13 September 2012 were submitted and approved as a correct record.

SNCT 12/35 - THE ROLE AND ENHANCED CONTRIBUTION OF CHARTERED TEACHERS AND FUTURE PAY ARRANGEMENTS

A report was submitted by the Joint Secretaries to the LNCT informing of the SNCT agreement, "The Role and Enhanced Contribution of Chartered Teachers and Future Pay Arrangements" and how it will be implemented in West Dunbartonshire.

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

- (1) to note the content of circular SNCT 12/35, as detailed within Appendix 1 to the report, and to the implementation of the circular;
- (2) to note that the agreement on the enhanced contribution made by Chartered Teachers would be as part of the Professional Development and Review (PDR) meeting that each teacher has every year; and
- (3) that the guidance produced by the PDR steering group would be used to assist this process.

SNCT QUESTIONNAIRES

A report was submitted by the Joint Secretaries to the LNCT providing an update on the questionnaire on Conservation arrangements and the further questionnaire on supply teachers completed by the SNCT.

A copy of the completed Further Questionnaire on Supply, referred to in Appendix 2 of the report, was circulated to Members for their information, details of which are contained within Appendix 1 hereto.

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

- (a) to note the questionnaires received;
- (b) that both questionnaires be responded to by the joint Secretaries as requested; and
- (c) that a report be submitted to a future meeting of the Committee on supply teacher pools.

STAFFING IMPLICATIONS OF FACULTIES IN SECONDARY SCHOOLS

A report was submitted by the Joint Secretaries to the LNCT seeking approval of a new procedure to be followed when considering the introduction of Faculty arrangements within Secondary Schools.

Following discussion and having heard both sides, the Committee agreed that the procedure to follow for Faculty Arrangements within Secondary Schools, detailed within Appendix 1 to the report, be adopted and reviewed for a period of two years, subject to the following change:-

Heading 'Remits of PTs (subject)' bullet point 5,

"making recommendations to the PT (faculty) in relation to the allocation of staff to classes" be amended to "discussing and agreeing the recommendations with the PT (faculty) in relation to the allocation of staff to classes".

The meeting closed at 11.10 a.m.



To LNCT Joint Secretaries

Dear Colleague

Further Questionnaire on Supply

- (1) Has the number of teachers registered for supply reduced this session compared to previous sessions? YES

If so:

can you provide evidence on the numbers of supply teachers on your supply list this session compared to the previous session?

Numbers in 2010/11	Numbers in 2011/12	Numbers in 2012/13
Primary 449	Primary 161	Primary 130
Secondary 292	Secondary 96	Secondary 160

The numbers for this year include temporary staff who have provided details of their availability on the days they do not work to assist in increasing availability to cover classes. Even with the numbers detailed there is a consistent opinion that securing supply has become more and more difficult.

- (2) (i) Do you have any evidence that the availability of supply staff has decreased?

YES

Comments: 83% of the schools who returned comments reported evidence that availability of supply staff had decreased. They reported scenarios of clerical staff spending whole days attempting to secure cover arrangements. The authority introduced the text messaging system this year and while this has assisted in notifying staff of supply there is still an issue of supply staff not returning calls and cover requirements not being met.

- (ii) If so, are you able to identify potential reasons. Please indicate all that apply

- increased numbers of supply teachers being given fixed term employment (please quantify if possible)

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Teachers' Panel
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Edinburgh EH3 6BH
T: 0131 225 6244 F: 0131 220 3151
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Scottish Government Learning Directorate
2A South Victoria Quay
Edinburgh EH6 6QQ
T: 0131 2440230 F: 0131 244 0957
E: Stephanie.walsh@scotland.gsi.gov.uk

strong evidence for this

YES –

- A lack of suitably qualified supply teachers to meet specific demand YES
- Supply teachers opting out of short term supply engagements due to changes to pay – YES

strong evidence for this

- Retirement YES
- Other reasons (please specify)

There was evidence of supply teachers moving abroad to get work, changing career etc due to pay changes and availability of FT jobs.

HT considered that the supply lists did not reflect the numbers of people actually available to work. While numbers may appear ok there is a belief that there are less people actually available.

HT are of the view that due to the limited numbers of available supply teachers, schools are being forced to engage whoever they can get and this compromises the quality of learning and teaching.

- (3) The SNCT has set out a reference period for looking at the delivery of supply. In the reference period (29 October to 23 November).

(i) How many short term supply requests were made over the reference period?
215

(ii) How many of these requests could not be met?
80 + 2 partially met

- (4) Is there an increased demand for supply, both short term and fixed term, this session? If so please give reasons,

Demand appears to be normal however the availability of supply staff is drastically reduced and impacting on the ability to cover these classes

- (5) To what extent have you experienced issues in providing sufficient supply cover in your Authority from the beginning of the session until the end of the reference period?

Significant Difficulty/Some Difficulty

In each of the specific pressure points, please indicate the degree of pressure experienced

	Significant Difficulty	Some Difficulty	No Difficulty	Unsure
Pre 5				
Primary	X	X		
Secondary	Home Ec	PE		

	Modern Studies	Modern Languages Computing Modern Studies Business Studies		
Special				
Denominational	Primary	Secondary		

Where you have identified “significant difficulty” or “some difficulty” to (i) – (iv) in above please comment on reasons and provide comment on whether the problem is greater than in previous sessions.

Comment: All schools who responded appear to feel that it is more difficult this year than in previous years

In (ii) can you list subjects in particular difficulty indicating if these subjects have been problematic in previous years.

Comment: Modern Languages - previously problematic
Music – not previously a problem
Home Economics – previously problematic
Modern Studies – problem this year Technical – problem last few years
Catholic approval – insufficient supply staff with Catholic approval – not a problem in the past
Computing – problem this year
PE – no problems in previous years
Business Studies

In (iv) please confirm whether these particular institutions have been a difficulty in previous years.

Comment: __see above

- (6) To what extent is there evidence that difficulties reported above are a result of short term supply teachers refusing to take work due to the change in pay rates?

Strong evidence/Limited Evidence

Approximately how many short term supply teachers have done so? (and % of supply list)

Difficult to quantify as some people will advise of this as the reason. Others simply do not respond to offers of employment so cannot detail their reasons. However from detail provided there is strong evidence that this is the case and an estimation of 40% of supply list that report this as the reason.

To what extent has that decision impacted on the volume of unfilled supply vacancies?

Significant Impact

To what extent can any issues arising from this be covered through alternative arrangements?

Addressed in most ways/Not addressed

Management having to take more classes, teachers being unable to be released, agreeing to pay higher point to cover classes.

Are you experiencing any other impacts arising from these decisions?

The impact of the above is that all teachers are taken down to their minimum entitlement every week, reduced CPD, reduced extra curricular work, pupils being taught by non subject specialists. Lack of consistency for pupils. Reduced work from supply staff – only on premises during class contact hours – preparation and correction not being completed which has a detrimental effect on children's learning and teaching and an extra burden on the class teacher.

(7) Please provide any other details:

Yours sincerely

Tom Young (Employers' Side)
Drew Morrice (Teachers' Panel)
Stephanie Walsh (Scottish Government)

Joint Secretaries