

WEST DUNBARTONSHIRE COUNCIL

Report by Joint Secretary to the LNCT Local Negotiating Committee for Teachers : 19 May 2009

SUBJECT : “SNCT 09/09 Hours of work and annual leave for Educational Psychologists, Quality Improvement Managers, Quality Improvement Officers and Education Support Officers”

1. Purpose

- 1.1** This report seeks agreement by the LNCT to retain the present conditions of service for the Educational Psychologists, Quality Improvement Managers, Quality Improvement Officers and Education Support Officers in relation to annual leave entitlement.

2. Background

- 2.1** Educational Psychologists, Quality Improvement Managers, Quality Improvement Officers and Education Support Officers in West Dunbartonshire at present have a maximum of 42 days annual leave including 12 days public holidays.
- 2.2** In February 2009 the SNCT issued circular 09/09 shown in APP 1 to this report . This circular set the working week at 35hrs and the annual leave entitlement as 35 days for employees with less than 5 years continuous service and 40 days for employees with more than 5 years continuous service. This is a reduction in the present conditions of service for these employees in West Dunbartonshire Council.
- 2.3** The SNCT circulars which are incorporated into the SNCT handbook as conditions of service for teachers and associated professionals set out the minimum agreements on conditions of service.

It is open to LNCT's to improve on these conditions by agreement.

3. Main Issues

- 3.1** Educational Psychologists, Quality Improvement Managers, Quality Improvement Officers and Education Support Officers play a extremely important role in providing support to schools and other Educational Establishment both in their Quality Improvement role and in providing support in a variety of ways. They are valued by all staff
- 3.2** At present they have a nominal 35 hr working week, however in reality these employees work far beyond this.

3.3 If these employees were restricted to have 35 or 40 days annual leave they would be the only employees in WDC who have less than 42 days leave.

4. Personnel Issues

4.1 If the recommendation in 8.1 is agreed the council would be demonstrating that these employees are valued by the Council.

5. Financial Implications

5.1 There are no additional costs to the Council if this report is implemented.

6. Risk Analysis

6.1 There are no risks associated with this report

7. Conclusions

7.1 If the recommendation in 8.1 is agreed the employees would retain the annual leave entitlement that they already have.

8. Recommendation

8.1 That members of the LNCT agree that the annual leave for Educational Psychologists, Quality Improvement Managers, Quality Improvement Officers and Education Support Officers in WDC be 42 days including public holidays.

8.2 That the working week for Educational Psychologists, Quality Improvement Managers, Quality Improvement Officers and Education Support Officers be 35 hours

Stewart Paterson LNCT Joint Secretary

Person to Contact

Stewart Paterson
EIS LA Secretary
Clydebank High School
Shelley Drive
Clydebank
G81 3EJ
Tel : 0141 952 3831 Mob 07812034389
e-mail westdunbartonshire@eis.org.uk

Appendices Appendix 1 SNCT 09/09

Background Papers SNCT Handbook

Wards Affected All Wards