

WEST DUNBARTONSHIRE COUNCIL

Report by Joint Secretaries to the LNCT

Local Negotiating Committee for Teachers: 21 September 2010

SUBJECT : “Teacher Workload”

1. Purpose

- 1.1 This report seeks to inform the Committee of the progress made in developing a workload action plan shown in Appendix 1 to this report.

2. Background

- 2.1 In September 2009 the Joint Secretaries of the SNCT issued advice (JS/09/11) on teacher workload.
- 2.2 At the LNCT on 15 December 2009 it was agreed that the sub group be tasked with producing a workload action plan and arrangements to monitor this plan and that this should be reported to the LNCT.
- 2.3 In June 2010 the Joint Secretaries of the SNCT issued JS/10/17. This included a questionnaire which was developed in order that LNCTs could provide the SNCT with information in relation to local monitoring of Working Time Agreements and other mechanisms to control workload. JS/17/10 is shown in Appendix 2 to this report.

- 2.4 The subgroup has produced a draft action plan as shown in Appendix 1.

- 2.5 Further meetings of the subgroup have been arranged to progress this.

3. Main Issues

- 3.1 As part of the agreement “ A teaching profession for the 21st Century”, a 35 hour working week for teachers was agreed.
- 3.2 The development of Workload Action Plan should enable the LNCT to monitor workload and to identify mechanisms to control workload.
- 3.3 It is expected that the implementation of Curriculum for excellence from August 2010 will have a significant impact on the 35 hour working week for schools and other establishments.

4. People Implications.

- 4.1 Workload has been the main area of concern raised by teachers in all sectors. If an action plan and arrangements to monitor workload are agreed this will

help control the workload demands on teachers and lead to an improved work-life balance for staff involved.

5. Financial Implications

- 5.1** Minor additional staffing costs may be incurred from time to time to allow LNCT members to attend the LNCT subgroup. This subgroup is already established and any costs are currently met from within the educational budget.
- 5.2** Additional costs may be incurred to allow teachers to attend CPD on costing School Improvement Plans. This will enable teachers to contribute more effectively to this process. Any additional costs will be met from within the education budget.

6. Risk Analysis

- 6.1** If the recommendations in 8.1 & 8.2 are not agreed then the LNCT may not be able to complete the questionnaire and action plan to forward to the SNCT as detailed in JS/10/17.

7. Equalities Impact

- 7.1** No issues were identified in the screening for an equality impact of this report.

8. Conclusions and Recommendations

- 8.1** That the LNCT note the progress made in production of a workload action plan as shown in Appendix 1.
- 8.2** It is recommended that the LNCT agree that the Joint Secretaries should complete the questionnaire shown in Appendix 2 and that the action plan and completed questionnaire be forwarded to the SNCT.
- 8.3** It is also recommended that these documents mentioned in 8.2 should be reported to a future LNCT.

Dave Clarke, Head of Service

Stewart Paterson, Teachers' Convenor

Person to Contact: Dave Clarke, Head of Service (Resources),
Department of Educational Services,
Garshake Road, Dumbarton,

G82 3PU.

Tel. 01389 737306

e-mail dave.clarke@west-dunbarton.gov.uk

Stewart Paterson, Teachers' Convenor,
Unit 4 Leven Valley Enterprise Centre
St Michaels Way, Dumbarton,
G82 5BN.

Tel 07812034389

e-mail westdunbartonshire@eis.org.uk

Appendices

Appendix 1: Draft Workload Action Plan

Appendix 2: JS/10/17 & Questionnaire.

Wards Affected

All Wards