

# WEST DUNBARTONSHIRE COUNCIL

## Report by Joint Secretaries to the LNCT

Local Negotiating Committee for Teachers: 15 December 2009

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### **SUBJECT: Teacher Workload**

#### **1. Purpose**

- 1.1 This report seeks agreement from the Committee that the LNCT should develop a workload action plan, arrangements to monitor this plan and to report this to the SNCT.

#### **2. Background**

- 2.1 As part of the agreement “A teaching profession for the 21<sup>st</sup> Century” a 35hr working week for all teachers was introduced.
- 2.2 LNCTs were established and each year guidelines were issued to each establishment / team to assist them to reach agreement on the 35 hr working week and collegiate calendar.
- 2.3 This process should have assisted establishments to control the workload of the teaching staff.
- 2.4 The SNCT requested information from individual LNCTs regarding the workload and how LNCTs monitored the workload of teachers.
- 2.5 In 2005 the Scottish Executive Education Department (SEED) commissioned research on workload. This was published in August 2006
- 2.6 In September 2009 the Joint Secretaries of the SNCT issued advice on Teacher Workload JS/09/11 along with a Report on Teacher workload as shown in Appendix 2 to this report.

#### **3. Main Issues**

- 3.1 Part of the “A teaching profession for the 21<sup>st</sup> Century Agreement” established 3 categories of teachers’ time.
- Class contact time (which is now a maximum of 22.5 hrs in all sectors),
  - Personal time (which is  $\frac{1}{3}$  of class contact time) and
  - The remaining time to be classed as collegiate time (which is subject to agreement at establishment level).
- 3.2 As part of this agreement transitional arrangements were put in place. These together with the “Code of Practice on Working Time Arrangements for Teachers” are shown in Appendix 1 to this report.

**3.3** Stage 4 of the agreement states that from August 2006 at the earliest, contractual obligations would be expressed solely in relation to class contact time, and that LNCTs would no longer issue guidelines on the use of the remaining time referred to in paragraph 2.2 of this report.

**3.4** It is the view of the SNCT that the cultural climate and collegiate working has not yet shown sufficient progress to move to stage 4 of the agreement.

#### **4. Personnel Issues**

**4.1** Teacher 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 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.

#### **6. Risk Analysis**

**6.1** If the recommendations in 7.1 & 7.2 are not accepted there is a risk of failing to implement the requirement as stated in the conclusion as stated in Section 8.1 of the Report on Teacher Workload shown in Appendix 2 to this report.

#### **7. Conclusions and Recommendations**

**7.1** It is recommended that the LNCT subgroup should develop a workload action plan including mechanisms and arrangements to monitor the plan.

**7.2** It is recommended that the action plan and monitoring arrangements are reported to a future LNCT.

**7.3** It is also recommended that the action plan and management arrangements are reported to the SNCT at a future LNCT.

**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](mailto: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](mailto:westdunbartonshire@eis.org.uk)

**Background Papers:** A Teaching Profession for the 21<sup>st</sup> Century SEED  
research on Teacher Workload.

**Appendices** Appendix 1: Extract from 21<sup>st</sup> Century Agreement  
Transitional Arrangements and  
Code of Practice on Working Time Arrangements for  
Teachers.  
Appendix 2: SNCT Joint Secretaries Advice and  
Report on Teacher Workload

**Wards Affected** All Wards