

## **LOCAL NEGOTIATING COMMITTEE FOR TEACHERS**

At a Meeting of the Local Negotiating Committee for Teachers held in Meeting Room 2, First Floor, Council Offices, Garshake Road, Dumbarton on Tuesday, 20 December 2011 at 10.00 a.m.

**Present:** Councillors George Black, Jonathan McColl and May Smillie; Laura Mason, Head of Service, Educational Services; Stewart Paterson, Teachers' Convener, E.I.S.; Olean Allison, E.I.S.; Michael Dolan\*, E.I.S.; Karen Jakeman, E.I.S.; and Alex McEwan, S.S.T.A.

\*Arrived later in the meeting.

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

**Apologies:** Apologies for absence were intimated on behalf of Josephine McDaid, E.I.S., Gavin Corrigan, E.I.S. and Terry Lanagan, Executive Director of Educational Services.

### **Councillor Jonathan McColl in the Chair**

#### **MINUTES OF PREVIOUS MEETING**

The Minutes of Meeting of the Local Negotiating Committee for Teachers held on 20 September 2011 were submitted and approved as a correct record.

With reference to the item under the heading, 'Engagement of Short Term Supply & Fixed Term Temporary Contracts Guidance to Schools', Mr Paterson advised that the guidance in relation to this issue had been issued to schools and other educational establishments and had included the relevant circular/advice note issued by the Scottish Negotiating Committee for Teachers (SNCT).

The Committee also heard from Mr Paterson concerning the decision of the Corporate and Efficient Governance Committee at its meeting on 23 November 2011 to approve the recommendation that the payment of the Protecting Vulnerable Groups Scheme fees would be extended to include all staff groups.

Following discussion, it was agreed:-

- (a) to note that the decision to extend payment of PVG fees to all staff groups would make the engagement of teaching supply staff easier for the Council; and

- (b) that the Teachers' Side would communicate this decision to the relevant groups who did not join the Scheme, in particular teaching supply staff.

With reference to the item under the heading 'Chair's Remarks', Councillor J. McColl advised that West Dunbartonshire Council had not yet been invited to participate in a consultation concerning the McCormac Review however if invited to participate, then responses from the Teachers' Side (signed by the Vice Chair on behalf of the Teachers' Side) and the Management Side (signed by the Chair on behalf of the Management Side) would be submitted together to the relevant service Committee.

In response Mr McEwan referred to the possibility of industrial action in relation to the McCormac Review and requested to be included in the consultation response prior to submission.

Note: Mr Dolan entered the meeting during consideration of this item.

### **REVIEW OF THE PROCEDURES FOR THE VOLUNTARY/COMPULSORY TRANSFER OF SURPLUS PROMOTED AND UNPROMOTED TEACHERS IN PRIMARY AND SECONDARY SCHOOLS**

A report was submitted by the Joint Secretaries to the LNCT seeking approval of the reviewed procedures to be followed by Educational Services in transferring surplus staff.

The Committee heard from Mr McEwan who requested that the undernoted paragraph be included as an additional paragraph under Section 6. General Conditions:-

"6.7 Where the roll is projected to remain close to the staffing complement cut off limits, no change should be made in the short term in anticipation of possible increase in the roll above the cut off".

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

- (1) to delegate authority to the Joint Secretaries to agree the wording of a paragraph to be inserted in either Section 1 or Section 6 of the reviewed procedures to cover situations where the school roll is close to the staffing complement cut off limits;
- (2) that the word "current" would be inserted into paragraph 6.5 to read "in line with current council policy";

- (3) that authority would be delegated to the Human Resources Business Partner in consultation with the Teachers' Convener, EIS to agree a form of words for insertion at paragraph 3.4 in order to clarify that the transfer of unpromoted staff would not normally require the use of selection criteria given that there is not the same level of requirement for specialist skills as main grade teachers are generic in the main and more easily transferred than those with specialist knowledge/requirements;
- (4) to note that implementation of this procedure (i) would relate mainly to promoted staff; and (ii) would be done in partnership with the Trades Unions;
- (5) to note that as the procedure evolved, it would be updated and reviewed appropriately; and
- (6) to note that given the reviewed Procedures for Voluntary/Compulsory Transfer of Surplus Promoted and Unpromoted Teachers in Primary & Secondary Schools were an amalgamation of several Procedures, there may be a requirement to have further reviews of the Procedures at future meetings of the LNCT.

#### **LEAVE PROVISION FOR ASSOCIATED PROFESSIONALS UNDER SNCT GUIDANCE**

A report was submitted by the Joint Secretary, Management Side, LNCT requesting that the Committee note the changes taking place for annual leave entitlement for Associated Professionals from 1 April 2012.

Mr Patterson distributed copies of a table providing information on current leave entitlement for Local Government Employees with up to 12 years' service.

Following discussion and having heard the Head of Service in further explanation of the report, the Committee agreed:-

- (1) that subject to checks with both the Council's Legal and Payroll sections, the 'Associated Professionals' who are currently employed by the Council and presently have a leave entitlement in excess of 40 days, would retain their entitlement, whether 41 or 42 days, until they retire or leave the service; and
- (2) otherwise to note the changes to annual leave entitlement for Associated Professionals that will be implemented on 1 April 2012.

The meeting closed at 10.45 a.m.