

WEST DUNBARTONSHIRE COUNCIL

Report by Joint Secretaries to the LNCT

Local Negotiating Committee for Teachers: 14 December 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 At the LNCT on 21 September 2010 the Joint Secretaries presented a report on "Teacher Workload."
- 2.2 A draft Action Plan was attached as an appendix to the report as was a questionnaire which was to be completed by the Joint Secretaries.
- 2.3 The recommendations of the report to the LNCT were that these documents should be sent to the SNCT, and that the LNCT should be kept advised of the progress in developing a workload action plan.
- 2.4 The Action Plan and the completed questionnaire were sent to the SNCT on 23 September 2010.

3. Main Issues

- 3.1 The Action Plan as shown in Appendix 1 to this report continues to be discussed at the LNCT subgroup.
- 3.2 The Action Plan will be amended to take account of the workload implications of Curriculum for Excellence and of the implications of any management savings or cuts which are made to Educational Services.
- 3.3 Additional amendments may also have to be made depending on the outcome of the proposed review of the 21st Century Agreement.

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 educational budget.

6. Risk Analysis

- 6.1** If an action plan is not agreed and implemented then there is a risk that the workload of teachers will not be controlled and be undertaken within the 35 hr week agreed as part of the 21st Century Agreement.

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** That the LNCT note that the Workload Action Plan as shown in Appendix 1 and Questionnaire as shown in Appendix 2 were sent to the SNCT.
- 8.3** That the LNCT note that the Action Plan continues to be discussed at the LNCT Subgroup and will be amended as appropriate.

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Appendices

Appendix 1: Draft Workload Action Plan
Appendix 2: JS/10/17 & Questionnaire.

Wards Affected

All Wards