Minute of Meeting of the Joint Negotiating Committee for Teaching Staff (JNCT) held in the Hay Room, First Floor, Dewar’s Centre, Glover Street, Perth on Tuesday 20 September 2016 at 2.30pm.

Present: Representing Perth and Kinross Council
Councillors B Band, C Gillies (substituting for Councillor A Munro) and G Walker; S Johnston, P McAvoy, T Pupillo, A Thomson, (all Education and Children’s Services); P Steel (Corporate and Democratic Services).

Representing Teachers’ Associations
E Campbell, B Berhane, J Cook (substituting for P Duncan), M Laurie, S Peddie, C Rose and C Weston (all EIS); A Johnston (SSTA) and S Topen-Cooper (NAS/UWT).

In Attendance: A McAuley (Joint Secretary for Teachers’ Side); C Flynn and L Brown (for Joint Secretary, Management Side).

Apologies: Councillor A Munro; P Duncan (EIS); C McDonald (VOICE); S Devlin and D MacLeod.

Observer: R Hill (Angus Council).

Councillor G Walker, Presiding.

1. APOLOGIES

Apologies for absence were submitted and noted as above.

2. DECLARATIONS OF INTEREST (ELECTED MEMBERS ONLY)

There were no declarations of interest made in terms of the Councillors’ Code of Conduct.

3. MINUTE OF PREVIOUS MEETING

The minute of the Annual General Meeting of the Joint Negotiating Committee for Teaching Staff of 14 June 2016 was submitted and approved as a correct record.
4. MATTERS ARISING

(i) Short-Life Working Group – Teacher Workload (Item 7 refers)

P Steel reported bureaucracy, workload issues and planning and reporting were discussed at the last meeting of the SLWG. Good practice templates and quotations from legislation had been drafted and were out for comment. Discussion also took place on better access to the SEEMIS system outwith school hours and at weekends and how teachers might receive advanced notification of any planned maintenance to the system.

P McAvoy added that the issues regarding SEEMIS as well as some concerning EVOLVE will be followed up with the CIN Chairs. An update and any resolution of the matters raised will be reported back to the next meeting of the Joint Negotiating Committee. S Johnston advised that Perth and Kinross Council had received the highest level of evaluation for its support and partnership working on tackling bureaucracy and teacher workload issues. Thanks were conveyed to all who had participated in this exercise.

The Committee noted and welcomed the progress made to date.

(ii) Review of Transformation Projects (Item 8 refers)

S Johnston reported that work was currently taking place with the schools and staff affected by the review of the delivery of class contact time (RCCT). A meeting was scheduled to take place in the coming week at which matching staff into RCC time in schools would be considered. Informal discussions were now moving to formal discussions.

P McAvoy referred to the review of the Inclusion Service. He advised that the review team had met with 5 comparator local authorities to discuss their specialist provision and their overall costs for provision. The review team had undertaken an analysis of findings and were currently drafting a report recommending options on the way forward. He advised that a briefing paper providing a further update would be submitted to the next meeting of the Joint Negotiating Committee.

Following a request from the Trade Union representatives, P McAvoy agreed to provide the Committee with the names of the comparator authorities.

The Committee noted the position.

Post meeting note:
The 5 comparator authorities involved in the inclusion review were confirmed as Stirling, Highland, Aberdeenshire, Argyll and Bute and Scottish Borders.
(iii) The Named Person Service (Item 9 Refers)

S Johnston referred to the UK Supreme Court ruling that changes were required to the information-sharing provision under Part 4 of the Children and Young People (Scotland) Act 2014 to make those provisions compatible with Article 8 of the European Convention of Human Rights (ECHR). The Scottish Government had intimated that as a consequence Parts 4 and 5 of the Act which related to the Named Person functions and the Child’s Plan would not commence on 31 August 2017.

She confirmed that Education and Children’s Services continued to prepare its staff for the implementation of the process when it becomes legislation. The Service will continue to act as a key contact for children, young people and families who are in need of support. She further advised that child protection remained unchanged and the way the service shared information remained unchanged. The Child’s Plan and training and support would also continue. Management were currently putting together clear guidance and information for all practitioners.

The Committee noted the position.

5. SCHOOL ESTATE REVIEW

C Taylor provided the Committee with a briefing on the review of the school estate. She advised that the review was part of the Council’s Transformation Programme which had been approved by the Council in 2015. Subsequently the Lifelong Learning Committee at its meeting in August 2016 had approved the principles to be used as a basis for the transformation review for prioritising future investment in the school estate. The report had been the first in a series of reports which will be submitted to Lifelong Learning Committee over the next 3 to 4 years.

A report on the outcome of a high-level review of the school estate will be submitted to the November meeting of the Lifelong Learning Committee recommending that detailed options appraisals be undertaken on 4/5 schools. In response to a question from the Committee, C Taylor confirmed that the appraisals will include a detailed consultation exercise and that the process will take a minimum of 6 months to complete. Thereafter a further report will be submitted to the Lifelong Learning Committee.

A McAuley welcomed the review and the continued investment in schools.

The Committee noted the position.
6. **TEACHERS MILEAGE RATES**

P Steel advised that she was seeking a meeting with the Teachers side to begin discussions on mileage and travel assistance rates. This would ensure consistency across all employee groups within the Council.

7. **EIS ACTION SHORT OF INDUSTRIAL ACTION**

The Committee received an update from A McAuley on the EIS trade union members 4 key areas of action short of industrial action being taken in response to members concerns in relation to excessive SQA-related workload.

P McAvoy reported that he and S Devlin had met with and had a very productive, open and transparent meeting with the area officer from the EIS.

A Johnston advised that the SSTA’s ballot of its members on industrial action was due to close on 30 September 2016. S Topen-Cooper advised the NASUWT members were also taking action short of industrial action in response to excessive workload issues.

8. **TIMETABLE OF MEETINGS TO MARCH 2017**

The Committee noted the dates of meetings up to March 2017 as follows:

10 January 2017
21 March 2017

**Post meeting note:**
The remaining dates for 2017 were subsequently set as follows:

20 June 2017 (AGM)
19 September 2017
14 November 2017

9. **LIFELONG LEARNING COMMITTEE**

There were submitted for the information of the representatives of the Teachers’ side the following items which were considered by the Lifelong Learning Committee at its meeting on 24 August 2016:

(i) Update report on the extension to the entitlement of free school meals for primary 1 to primary 3
(ii) Transformation – School Estate Review
(iii) Perth and Kinross Education and Children’s Services Raising Attainment Strategy 2016-2019
(iv) Restorative Approaches within Perth and Kinross Council Schools
(v) Evidence2Success – Working Towards Sustainability

The Committee noted the position.
11. ANY OTHER COMPETENT BUSINESS

   (i) Leader of Teachers’ side

   A McAuley referred to the retirement of P Duncan and the subsequent need to fill the vacancy of the EIS Local Association Secretary and Leader of the Teachers’ side. She advised that elections for the EIS Local Association Secretary normally took place in February.

12. DATE OF NEXT MEETING

   Tuesday 15 November 2016.

VALEDICTORIES

   (i) PATRICIA DUNCAN

   E Campbell reported that this would have been the last meeting of the Joint Negotiating Committee to be attended by Patricia Duncan prior to her retirement. On behalf of the Teachers’ side he acknowledged and expressed his thanks for her contribution to the Committee, the Teachers Panel and to the EIS over a number of years.

   (ii) PETER McAVOY

   The Convener advised that this would be the last meeting of the Committee to be attended by Peter McAvoy. After over 37 years service to education in a number of schools and different local authorities he was shortly to retire as Head of Education – Secondary and Inclusion. On behalf of the Committee he thanked Peter for the excellent service he had given to the Committee and wished him well in his retirement.

   On behalf of the Teachers’ side A McAuley echoed the Convener’s comments and wished Peter a long and happy retirement. Councillor Band also thanked Peter for the excellent assistance he had given him over the years.

   Peter responded in appropriate terms.