

JOINT NEGOTIATING COMMITTEE FOR TEACHING STAFF

Minute of hybrid meeting of the Joint Negotiating Committee for Teaching Staff (JNCT) held via Microsoft Teams on Tuesday 27 March 2023 at 2.30pm.

Present: **Representing Perth and Kinross Council**
Councillors J Rebbeck and C Shiers; S Devlin, S Johnston, L Gordon, J Donnelly, G Doogan and D Macluskey (all Education and Children's Services); P Johnstone (Corporate and Democratic Services).

Representing Teachers' Associations
L Gibb, L.J. Grant, M Laurie, J Leslie, C Rose, M Taylor and C Weston (all EIS); M Mackie (SSTA).

In Attendance: F Mackay and D Macluskey (Education & Children's Services); A McAuley, Joint Secretary (Teachers' Side); D Williams for Joint Secretary (Management Side).

Apologies: Councillor S Carr; S Dowling; S Topen-Cooper.

M Laurie, Convener, Presiding.

1. APOLOGIES FOR ABSENCE

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. MINUTES

The minute of meeting of the Joint Negotiating Committee for Teaching Staff of 13 December 2022 was submitted and approved as a correct record.

4. MATTERS ARISING

There were no matters arising from the previous minutes.

5. COMPULSORY TRANSFER ORDER

There was submitted a report by the Corporate HR Manager (G/23/42) providing the Committee with an update on the revised Compulsory Transfer Process. The revised process is effective from 1 February 2023.

Resolved

The Committee noted the revised Compulsory Transfer Process, which replaces the existing document "The Management of Unpromoted Teacher Transfers", with the revised process effective from 1 February 2023.

6. ANNUAL LEAVE CALENDARS

6(i) ANNUAL LEAVE CALENDAR 2022/23 – UPDATED TO INCLUDE CORONATION DAY

There was submitted the Annual Leave Calendar 2022/23 (G/23/43), with an update to include Coronation Day.

Resolved

The Committee noted the Annual Leave Calendar 2022/23 (G/23/43).

6(ii) ANNUAL LEAVE CALENDAR 2023/24

There was submitted the Annual Leave Calendar 2023/24 (G/23/44).

Resolved

The Committee noted the Annual Leave Calendar 2023/24 (G/23/44).

6(iii) ANNUAL LEAVE CALENDAR 2024/25

There was submitted the Annual Leave Calendar 2024/25 (G/23/45).

S Johnston advised members that a request had been submitted regarding an inset day following the Easter Holidays, with advice from Officers being sought following the meeting.

Resolved

The Committee noted the Annual Leave Calendar 2024/25 (G/23/45), subject to potential change regarding an inset day following the Easter Holidays.

7. BUDGET UPDATE

The Committee received a verbal update from S Devlin regarding the Budget.

In presenting her update, S Devlin made specific reference to a pre-Budget meeting held with C Weston and S Hope, and also advised those present that the Budget process had begun in October 2022.

In response to a query from C Weston seeking reassurance for ESO support going into Year Two of the Budget, S Devlin confirmed reassurance in this regard.

8. EDUCATION SCOTLAND PROGRESS AND ACHIEVEMENT REPORT

The Committee received a verbal update from D Macluskey regarding the Education Scotland Progress and Achievement Report.

In presenting his update, D Macluskey made specific reference to the appetite for consistency across the country, and the number of stakeholders involved. He further advised that this was an ongoing piece of work.

In response to a query from C Weston regarding tracking and monitoring, G Doogan advised that the intention was for Primary to move to Progress and Achievement to enable progress to be tracked through the BGE.

9. HAYWARD REVIEW

The Committee received a verbal update from D Macluskey regarding the Hayward Review.

In presenting his update, D Macluskey advised that the Hayward Review was looking at the Assessment and Qualifications system in Scotland, and was presently at Stage 3 of the process, with Education and Children's Services having written to all schools as part of the consultation process. D Macluskey further encouraged engagement with the public consultation, advising that the public consultation closed on 9 April 2023 and the Education and Children's Services, although L Gordon stated that Headteachers had been written to, advising that responses would be accepted until 30 April.

M Mackie expressed disappointment at the timescales for teacher responses and that more time had not been made available at National and Local level, to which D Macluskey advised he was happy to reach out regarding.

C Weston raised a query regarding whether time had been assigned at school level and if not has this been considered, to which S Johnston advised that timescales had been extremely tight and the national response rate was around 1%.

S Devlin stated that the issue of timing has been continually raised.

10. ANY OTHER COMPETENT BUSINESS

(i) Racist Incidents.

M Mackie expressed concerns about the number of racist incidents in P&K and requested further information. S Devlin stated that there may be more assiduous reporting of racist incidents in schools in P&K. FOI requests don't necessarily interrogate and report the data reliably. It was suggested that this be brought back to JNC next session.

(ii) Salaries

P Johnson stated that teachers' pay and back pay will be processed by 27 April.

M Mackie and C Weston thanked P Johnson and the Payroll Team.