

Report

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Report to:	Education Resources Committee
Date of Meeting:	13 September 2011
Report by:	Executive Director (Education Resources) Executive Director (Corporate Resources)

Subject:	Scottish Negotiating Committee for Teacher Pay and Conditions Agreement 2011
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1. Purpose of Report

1.1. The purpose of the report is to:-

- ◆ provide summarised information on the revised national terms and conditions for teachers that comes into force during 2011/2012 following agreement reached by the Scottish Negotiating Committee for Teachers.

2. Recommendation(s)

2.1. The Committee is asked to approve the following recommendation(s):-

- (1) that the revised national terms and conditions for teachers, that come into force during 2011/2012 following agreement reached by the Scottish Negotiating Committee for Teachers, be noted.

3. Background

3.1. The Scottish Negotiating Committee for Teachers (SNCT) has agreed a series of changes to Teachers' terms and conditions of employment. These changes have led to a number of revisions to the SNCT handbook, with revisions issued through SNCT circulars which are available on the SNCT website.

3.2. In summary, the changes affect the following areas:

3.2.1. Pay Agreement 2011-2013

There will be no pay award for teachers and associated professionals for the period 1 April 2011 to 31 March 2013.

3.2.2. Conservation Arrangements for Promoted Post Holders Appointed Prior to April 2001

The Agreement will revise the current entitlement to lifetime conservation for promoted post holders in post prior to April 2001.

3.2.3. Chartered Teacher Scheme

The awarding of pay increments for teachers completing modules on the chartered teaching scheme has been temporarily suspended with the exception of specific modules.

3.2.4. National Teacher Induction Scheme

From 1 August 2011, the class contact time for teachers on the National Teacher Induction Scheme has increased from 15.75 hours to a maximum of 18.5 hours per week.

3.2.5. Supply Teachers' Pay

From 1 August 2011, there are two different types of temporary work, short term supply work for periods of 5 days or fewer paid at scale point 1 where teachers undertake restricted duties for a maximum of 25 hours per week, and fixed term temporary work with payment, working hours and duties in accordance with existing SNCT conditions.

3.2.6. Annual Leave

From the leave year commencing 1 September 2011, the annual leave for teachers has been revised to 40 days per annum. The balance of days, up to current entitlement, has been redefined as days of school closure. The working year for teachers continues to consist of 195 days of which 190 days coincide with the school year for pupils with the remainder being worked by the individual teachers on duties as planned by the council.

In addition, the rate of accrual of paid leave will be amended.

4. Next Steps

- 4.1. Education Resources has issued all schools with a briefing note and confirmed that advice is available from the Personnel Services Unit on all aspects relating to the revised terms and conditions for teachers. In addition, further briefing notes will be issued as required as more information becomes available from the SNCT.

5. Employee Implications

- 5.1. The 3 parties to the SNCT (Scottish Government, COSLA and Teachers) agreed the above changes in teacher pay and conditions in order to protect the number of teacher posts as far as possible. Local Authorities collectively agreed to achieve a census teacher return of at least 51,131 FTE teachers.

6. Financial Implications

- 6.1. Agreed changes in teacher pay and conditions are intended to generate national estimated savings of £45m. Incorporated within the 2011/12 Council Budget were estimations on savings arising from these nationally agreed changes. Education and Finance and Corporate colleagues are working to allocate the savings across the changes which will take effect in 2011/12.

7. Other Implications

- 7.1. There are no significant risk implications in terms of the information contained within this report.
- 7.2. There are no implications for sustainability in terms of the information contained within this report.

8. Equality Impact Assessment and Consultation Arrangements

- 8.1. Although the details of this report are as a result of nationally agreed changes, the Council is undertaking its own equality impact assessment.
- 8.2. Consultation and dialogue will continue to take place with the LNCT and trades unions.

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Executive Director (Education Resources)

Robert McIlwain
Executive Director (Corporate Resources)

25 August 2011

Link(s) to Council Objectives/Improvement Themes/Values

- Raise educational attainment for all

Previous References

None

List of Background Papers

- SNCT Circulars 11/24 – 11/28

Contact for Further Information

If you would like to inspect the background papers or want further information, please contact:-

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