

# PERTH AND KINROSS JOINT NEGOTIATING COMMITTEE FOR TEACHERS

---

*Correct at Sept 2006. Soon to be updated for session 2007-08*

The J.N.C.T. has, since its inception in 2002, provided a negotiating forum within Perth and Kinross through which agreement has been reached on a considerable number of matters related directly or indirectly to the national agreement 'A Teaching Profession for the 21<sup>st</sup> Century' ('The McCrone Agreement'). Under the terms of that national agreement there was a requirement to establish a local negotiating body which would be the principal mechanism for seeking agreement on a raft of matters devolved by the S.N.C.T. for agreement at local level.

The J.N.C.T. was established by Perth and Kinross Council without any major difficulties or delay and with the full support of the Lifelong Learning (then Education and Children's Services) Committee. The J.N.C.T. continues to receive such full support and its work has been commended repeatedly by the Lifelong Learning Committee. Agreements reached through the J.N.C.T. have been ratified by the Lifelong Learning Committee without dissent. To date, there have been no difficulties experienced with regard to the relationship between the two committees.

The Education and Children's Services Department has also, however, brought to the J.N.C.T. a wide range of other educational matters for consultation and has sought the views of members of the committee on these matters. This follows the pattern of working of the former Joint Consultative Committee (J.C.C.), which the J.N.C.T. superceded, and is to be commended. In addition, representation has been sought from the Teachers' Side of the J.N.C.T. on a number of short-life working groups set up to consider specific issues. The Leader of the Teachers' Side, Colin Mackie, remains on extended secondment and is therefore available for direct consultation/ discussion on matters as they arise.

The Teachers' Side is able to place matters which it wishes to raise on the Agenda for meetings of the committee and uses this opportunity regularly.

The general working ethos of the J.N.C.T. has been characterised by a healthy degree of mutual respect and co-operation. Discussions are held in an atmosphere of good will and with a joint desire to seek solutions to issues of difficulty. The Executive Director attends all meetings of the committee along with the Depute Director and other Lead Officers as required. There is clear evidence of a shared commitment to the importance of the role of the J.N.C.T. at directorate level. There are two Headteachers -one Primary and one Secondary- as members of the Management Side.

## **Remit:**

To provide a mechanism for negotiation on a range of matters relating to conditions of service for all teaching staff, former educational advisers, music instructors and educational

psychologists devolved for local negotiation and decision-making by the Scottish Negotiating Committee for Teachers(S.N.C.T.) under the terms of the 2001 National Agreement “A Teaching Profession for the 21<sup>st</sup> Century”-

- cover agreement
- appointment procedures
- particulars of appointment
- expenses of candidates for appointment
- transfer of temporary teachers to permanent staff
- promotion procedures
- staff development arrangements
- specific duties and remits
- arrangements for school based consultation
- other leave and absence arrangements
- notice periods
- housing
- indemnification procedures
- other allowances
- disciplinary and grievance procedures

Additionally, to provide a forum for consultation on and discussion of a range of other matters relating to educational provision, including curricular matters

### **Roles and responsibilities**

Meetings will be held at least four times each year in accordance with a timetable decided by the committee to articulate with the cycle of meetings of the Lifelong Learning Committee. Additional meetings will be held as required.

Membership consists of a Management Side appointed by itself and a Teachers’ Side, each of ten members.

The Management Side consists of three elected members from the Lifelong Learning Committee, currently the Convenor, one Vice-Convenor and one representative of the Opposition parties, one church representative from the Lifelong Learning Committee, the Executive Director, the Depute Director, a Primary Headteacher representative , a Secondary Headteacher representative, the Lead Officer-Improvement Services and a representative from Human Resources. Other officers attend as required.

The Teachers’ Side consists of representatives from the professional associations recognised by the Council for the purposes of negotiation.

At present there are seven representatives of the Educational Institute of Scotland (E.I.S.), two of the Scottish Secondary Teachers Association (S.S.T.A.) and one from the National Association of Schoolmasters and Union of Women Teachers(N.A.S.U.W.T.). Additionally the two Sides each nominate a Joint Secretary to act as advisers to the committee.

The Convenership and Vice-Convenership of the committee rotate between the two sides every two years.

Matters for discussion can be placed on the Agenda of the committee by either side.

Agreements reached by the JNCT are required to be ratified by the Lifelong Learning Committee and are, thereafter, binding on the Council and the recognised professional associations until such time as they are superseded. These agreements are set out in a text jointly approved by both sides and are reported to the SNCT.

Any disputes between the two sides should be settled, in the first instance if possible, through the JNCT machinery.

### **Membership 2006/2007:**

Management Side:

Councillor George Hayton (Vice-Convener)  
Councillor Eleanor Howie  
Councillor Kathleen Baird  
Father Kevin McCaffrey  
Stuart Powell, Executive Director  
Len McConnell, Depute Director  
Chris Webb, Head of Service  
Primary Headteacher(vacancy)  
John Low, H. T. Breadalbane Academy  
Pauline Steel, Human Resources

Teachers' Side:

Colin Mackie, E.I.S. (Leader)  
Patricia Duncan, E.I.S. (Convener)  
Holly Conlon, E.I.S.  
Rod Dickson, E.I.S.  
William Henderson, E.I.S.  
Duncan Munro, E.I.S.  
Douglas Stewart, E.I.S.  
William Guthrie, S.S.T.A.  
Rob Hands, S.S.T.A.  
Ian McCubbin, NASUWT