



Educational Institute of Scotland

Perth and Kinross Local Association

Minute of a meeting of the EXECUTIVE COMMITTEE of the Local Association held in the Algo Business Centre, Perth, at 7pm, on Wednesday 24th March 2010, with the President, Mrs Teresa Summers, in the chair.

1. **Sederunt:** G. Burns, K. Gillies, A. McAuley, A. MacKenzie, S. MacKinnon, J. Millar, D. Munro, S. Peddie, C. Rose, D. Stewart, T. Summers.
Area Officer: G. Campbell.
2. **Apologies:** H. Conlon, M. Conlon, J. Devine, T. Duncan, E. Millar
3. **Vacancies on the Executive Committee and Committee information update**
Kirsty Gillies, Perth Academy and Elaine Millar, Coupar Angus Primary have filled two of the vacant positions on the Executive Committee. This leaves one vacancy, as yet unfilled.
4. **Minutes of previous meetings (27.10.10 and 04.03.10)**
Proposed by D. Munro, seconded by A. McAuley.
5. **Matters arising:** none
6. **Reports:**
 - a) **JNCT (09.02.10) D. Stewart reporting:**
 - Prior to the meeting issues surrounding the role of Sub-group of the JNCT were raised and discussed, but not resolved. D. Stewart to further meet with the NASWT rep. to attempt to resolve these issues and ensure that personal viewpoints/opinions are not put forward at the JNCT.
 - Health & Attendance: HR undertaking a review of current policy. Changes to include PKC/School management training.
 - Workforce Management: endeavour to protect services/jobs. Jobs freeze with excess being redeployed. Vacancies won't be filled without justifications having been made.
 - Violence & Aggression: generally a reduction across all sectors, although an increase was noted in the Early Years (P). A detailed submission is expected at the next JNCT. Concerns over under reporting of incidents continue to be raised.
 - Community Campuses: coping well with snagging issues.
 - Protocol for Classroom Visits: passed as a formal agreement.
 - Use of Physical Intervention in E.C.S.: submitted back for further consultation.
 - b) **Pupil Support Paper (10.02.10 and 22.02.10) D. Munro reporting:**
Initial paper presented to JNC– Sub-group did not accurately reflect discussion. Problems were reiterated at a subsequent meeting and a new paper drawn up. Paper to be submitted to Lifelong Learning Committee. Paper will require finance, time and training to implement. A. McAuley felt that the focus on teacher responsibility in the paper was too strong.
 - c) **ECS Health & Safety Committee (22.02.10) S. Peddie reporting:**
 - Excursions document to be available on ERIC, use current procedures in the meantime.
 - H&S audit putting Head Teachers under pressure.
 - A.McAuley requested H&S guidance for risk assessment in Science and H.E.
 - d) **EIS Council (05.03.10) A. McAuley reporting:**
 - Congratulations were offered to Audrey on the recent award F.E.I.S Honorary degree.
 - March/Rally (08.03.10) very successful.
 - E.I.S. to strengthen communication through a S.E.J. and website update.
 - Auxilliary/Ancillary staff strike action: advice to members is to report to work as usual.
 - C4E, Literacy and Numeracy: specialists do not have whole school responsibility unless it is clearly stated in their remit.



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- Secondary qualifications: implementation debate is ongoing nationally. Advice given to the Cabinet Secretary in April is expected to call for a delay. A National survey is currently ongoing.
 - Disclosure scheme to protect vulnerable groups to be changed to remove the requirement for repeated disclosures within/across authorities, records to be updated as required.
- e) JNC Sub-group (09.03.10) A. McAuley reporting:
- Teacher Discipline/Grievance Policies to merge. National agreements will still stand.
 - Fairness Policy to replace Dignity at Work Policy. Redundancy Policy to be updated May/June - elements for negotiation.
 - The Use of Physical Intervention in E.C.S.: points raised for further discussion.
 - Working Time Agreements: a sample of 11 plus Fairview have been selected.
 - A survey of workload is to be carried out, SNCT to report in the autumn.
 - Reference form for teaching posts revised. Promoted posts based on the Standard for Headship, unpromoted posts on the General Teaching Standard.
- f) Lifelong Learning (10.03.10) A. McAuley reporting:
Ongoing developments surrounding the Perth Grammar/St John's Academy Sports Comprehensive. It is hoped the enhanced facility will improve links between the schools and foster positive behaviour. The Action Plan will focus on inclusion, encouraging extra curricular activities and fostering 'Sports Champions'.
- g) HR Review Project Team (17.03.10) D. Stewart reporting:
Recruitment procedures remain unclear. E.C.S. Staffing Section to relocate to 2 High St. From 01.04.10 HR to be streamlined into a central group. Already slippage in the implementation.
- h) Treasurer's Report S. Peddie
Accountancy program is up and running. Balance £63 000 as at 01.03.10
7. **PKC Budget session 2010 -2011**
- Savings of £2 130 000 to be made. £2million to come from the centre.
 - E.C.S. restructuring to include changing Service managers to QIOs (Quality Improvement Officers), staff currently on secondment will return to schools. Lower level posts of Educational Support Officers will also be created. Existing staff who do not have substantive posts to return to will have the first opportunity to apply for the new posts (QIO and ESO) before they go to national advert. There will also be additional positions of Education Development Officers which will be initially offered to staff in schools on the basis of a secondment. There will be fewer QIOs than there are currently Service Managers, but current Service Managers will be replaced with QIOs when they either leave or retire.
 - £130 000 saving to be made directly from E.C.S.
 - Redundancy Policy to be revamped.
 - E.C.S. % of PKC budget has dropped from 50% to 38%.
8. **Curriculum for Excellence Survey**
Members should be urged to complete the online survey.
9. **Correspondence**
HQ 18 FOI requests made directly to Local Authorities re budget details 2010-2011.
19 Donation of £350 agreed for Haitian Earthquake Appeal (Education International).
PKC 4 Need for further trade union consultation in the PKC Health & Attendance Policy review process.
8 E.I.S. input into the Probationer Induction day is carried out by D. Stewart in his JNCT role.



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10. **Date of Next Meeting:** *provisionally* Thursday 13th May 2010 Algo Business centre 7pm

11. **AOCB**

Concerns were raised as to the provision of RCCT in 'short weeks'.

D. Stewart explained the agreement reached with PKC which is in the RCCT booklet. D. Stewart has undertaken to e-mail reps to clarify this.

There being no other business, the meeting ended at 8.50pm, with thanks to the chair.