

**EIS Meeting Local Association Minutes  
Secondary Schools Support Service Building  
12.11.14**

**13.1:0      Constitution of the meeting:**

**Chair:** G. Wright

**Minute:** T Barker

**Present:** Teresa Barker, Rosie Dempster, Lynne Dougan,  
Gavin Hunter, Linsay Hunter Gordon Joyce and Graeme Wright.

**13.1:2      Apologies: Wendy Cowan, Karen Farrell**

**13.2:1      Minutes Accuracy:**

Minutes agreed as accurate-

Proposed: Linsay Hunter

Seconded: Gordon Joyce

**Matters Arising from Previous Minute:**

Letters have been received from HR by all staff with outstanding PVGs to clarify the situation and timescales. There remain discrepancies in payment arrangements across the authority. Alan Milliken was to seek further clarification regarding the position in Stirling and report back to LNCT but the next meeting has been postponed so this is still outstanding. GH to seek further advice from HQ and a decision to be made by April, at the latest, to allow time for processing if necessary.

**13.3:1      Secretary's Update**

**13.3:2      LNCT Information**

The scheduled LNCT meeting has been postponed and no new date agreed as yet.

### **13.3:3      LNCT Partnership Working Group**

Membership of this group currently: GH, GJ, LF ( EIS Area Officer) Jean Fisher (HR Advisor), Doreen Smythe (Business Support) and Kevin Kellman (Assistant Head of Education). The remit is to propose changes to procedures, in an attempt to align both councils' procedures and policies, before submission to LNCT for agreement and ratification. It is still unclear though whose job it is to propose policies for the agenda of the PWG. There was still some uncertainty within the group as to the role of LNCT and SNCT. A future role for the Local Executive might be to produce an information leaflet for staff in this regard.

There have already been some policies identified as being obsolete and therefore no further consideration is required (e.g. regarding Senior Teachers). It was suggested that perhaps groups of related policies and procedures be looked at together to hasten the process (e.g. appointment procedures; promoted versus non-promoted). It was agreed to remove all quotes and references from policies to avoid unnecessary amendments going through LNCT at future dates, as information becomes redundant. As the appointment procedures are now complete, they are due to be submitted at the next LNCT for agreement.

### **13.3:4      Business Case Proposal**

Ernst & Young have been appointed to look at the viability of the Joint Services Model. GH had emailed David Leng regarding TU involvement in this process but as yet, was awaiting a response. It is felt that TUs need to be involved to ensure we have involvement in the business case over the very short timescale of seven weeks. It is also important that additional FT be agreed by David Leng to free up GH to become involved as necessary.

The remit of Ernst & young is to question whether it is useful or economically viable for 'deeper integration' of the services' to take place. They are conducting a high level technical exercise looking at the legalities of the business case model. If it is deemed possible and profitable, further consultation with stakeholders will ensue.

The decision of whether LNCTs would at a later date merge, would likely become a national SNCT decision. In the meantime, it is also likely that different councils and councillors, may continue to make different decisions

across the two councils, for example, with the provision of nursery teachers, despite a shared model being in existence.

#### **13.4:1      Treasurer's Update:**

N/A - Karen Farrell sent her apologies.

#### **13.5:1      Learning Rep. Update**

N/A - Karen Farrell sent her apologies.

#### **13.5: 6      Budget**

LD raised concerns that at a recent nursery staff meeting, L McCabe, suggested that ongoing budgetary restrictions may have further impact on nursery teacher provision in Clackmannanshire. As yet, the options are still vague and further information is required. LD had attended the Parent Council Forum where it was suggested that a peripatetic team may be the way forward. This had caused some concern among staff present.

Discussions are ongoing regarding the possibility of changes to the secondary school working week at Lornshill. At the present time, no firm budget proposals have been agreed although the process of consultation is ongoing.

#### **13.5:7      Student Teachers**

TB raised concerns that in some establishments, student teachers are being used as supply cover in classes, with minimum or no supervision, whilst a class teacher attends courses. It was agreed that TB should share concerns with HT as students are not GTC registered, therefore uninsured, and should be supervised by teachers on placements. Leaving them in charge of the class for **short** periods of time should be at the teacher's professional discretion. If concerns were not raised with HT and something were to happen, then it would be remiss of the member not to have pointed it out.



**13.5:8 AOCB**

RD requested a change of date for the next meeting from 3rd to 10th of December, which was agreed.

**Expressive Arts Team**

Members of the Expressive Arts team had expressed concern over recent changes to their management and remits. The removal of an EA PT, Martin Jones (who had retired and not been replaced) had left them short staffed to run council-wide events such as singing days. They were now being line managed individually in schools by HTs rather than as a team. Their overall management now falls under the remit of Shona Wallace. There were concerns amongst staff about how this would affect their working arrangements in future.

**DATE OF NEXT MEETING: 10th December 2014, 4.15pm, SSSS.**