

## **AGM Report 2020**

### **Salaries Committee**

- 6.1 The Salaries Committee met on 4 occasions during the course of the year. The Committee has responsibility for superannuation and for national negotiations on salaries and conditions of service for teachers and associated professionals through the Scottish Negotiating Committee for Teachers (SNCT). It should be noted that the final meeting of the Committee had to be cancelled due to the COVID-19 Lockdown. The work of the Committee in the next year will be dominated by responses to a changed situation for both Scottish Teachers and the EIS.

#### **SNCT**

- 6.2 The SNCT has met on 2 occasions during the year. The Joint Chairs are Andrew Drought (Scottish Government), Councillor Gail Macgregor (COSLA) and Des Morris (Teachers' Side).
- 6.3 The pay claim for 2021 will be an agenda item for the Committee and this will form part of the Committee's work for session 2020/2021. The work being conducted by Scottish Government analysts to inform the pay negotiations (Independent Research and Analysis of the Pay of Scotland's Teachers) is currently on hold due to COVID-19 related pressures on the Scottish Government.
- 6.4 The Committee has commenced detailed discussions on SNCT Career Pathways following submission of the Report on Career Pathways to SNCT in May 2019. The remits for the working groups and composition have been agreed. There are 3 working groups: A National Model for Sabbaticals, Lead Teacher and Career Progression and Headship and Beyond. Meetings of the working groups had been held throughout the year but are currently on hold. The SNCT will be required to give consideration to how this work is to be continued given the context and other issues generated by the COVID-19 crisis.
- 6.5 The Committee contributed to the work of the SNCT and Joint Secretaries with respect to the Code of Practice on Headteacher Responsibility in the Recruitment and Selection of Staff in Schools. Teacher Empowerment has been an important agenda item and will continue to be so in the next session.
- 6.6 The Committee agreed to establish a short-life working group on Job-Sizing, comprising members of the Salaries Committee with experience of using the Job-Sizing toolkit and/or LNCT negotiations, to provide technical information to members of the Salaries Committee and the EIS representatives on the SNCT Teachers' Panel. This would then be fed into the discussions on the Job-Sizing Review Group. Unfortunately, this group's first meeting was postponed due to COVID-19 Lockdown.

- 6.7 An audit of current SNCT agreements on workload and working time agreements was undertaken by members of the SNCT Support Group and advice was issued by Joint Secretaries to LNCTs: JS/20/77 – SNCT Workload Review. The Committee also produced advice to members regarding routine administrative tasks which should not be undertaken by teachers. This is to be taken forward by the EIS as part of our Time to Tackle Workload Campaign. At time of development, the need for consideration of workload implications arising from blended learning and COVID-19 related new ways of working was not envisaged. The Committee will be considering workload, in this new context, during the forthcoming session.

### **SNCT Circulars**

- 6.8 During this year, the SNCT issued the following circulars:
- (i) SNCT/19/71 - Allowances for Teachers in Remote Schools.
  - (ii) SNCT/19/72 – Job Sizing of Promoted Posts.
  - (iii) SNCT/20/73 - Distant Islands Allowance.
  - (iv) SNCT/20/74 - Coronavirus COVID-19
  - (v) SNCT/20/75 – SNCT School Closures Coronavirus (COVID-19)

### **Teacher Workforce Planning**

- 6.9 The Teacher Workforce Planning Advisory Group met on 1 occasion. The Group considers:
- the intake for TEIs and in particular, the distribution of secondary subjects amongst universities reflecting geographical needs
  - the requirement of teachers in denominational schools
  - the number of teachers currently teaching through the Gaelic medium
  - the impact of new routes into teaching
  - issues arising from the annual teacher vacancy survey and school census.

The work of this group will need to be reviewed in light of developments from the current situation and arising consequences.

### **Pensions**

- 6.10 Fire Brigades Union’s appeal against the transitional arrangements put in place following scheme changes which were a consequence of the Public Services Pensions Act 2013 was successful. This English Court of Appeal held in December 2018 that the transitional arrangements which gave full protection to those who were within 10 years of the Normal Pension Age (NPA) and either tapered protection or no protection to other members are unlawfully discriminatory on the basis of age. The UK Government was unsuccessful in appealing

this decision and there will now need to be changes to the Scottish Teachers' Pension Scheme to redress the inequality suffered by members. The UK Government plans to consult on proposals to address the age discrimination within all public pensions schemes and this is expected to take place in the summer. There will be discussions within the Scheme Advisory Board over the summer period.

- 6.11 The EIS is represented on the Scottish Teachers' Pension Board by David McGinty (National Officer), Drew Morrice (Retired Assistant Secretary) and Leah Franchetti (Area Officer). The Scottish Teachers' Pension Scheme Advisory Board representatives are Des Morris, Mick Dolan, Louise Wilson and Stephen Stuart.

### **COVID-19 Response**

- 6.12 In response to the COVID-19 crisis the SNCT has so far issued Circulars and Letters of Advice from Joint Secretaries as follows:

SNCT/20/74 - Coronavirus COVID-19

SNCT/20/75 – SNCT School Closures Coronavirus (COVID-19)

SNCT/20/76 – Repayment of holidays due to change of term start date (working title)

JS/20/78 – Supply Teachers Job Retention Scheme

JS/20/79 – SNCT Advice on Working Time Agreements Session 2020 – 2012 Coronavirus COVID-19

JS/20/80 – Supply Teachers Job Retention Payment FAQs

### **AGM Resolutions**

- 6.13 The table below provides a detailed summary of the actions taken by the Committee in processing the resolutions from the 2019 AGM.

## AGM 2019 Resolutions

### Summary of Action Taken/Outcomes

#### Salaries Committee

RESOLUTION	ACTION
<p><b>1. Guidance Post in Primary Schools</b></p> <p><i>"This AGM calls on EIS Council to investigate and report on the potential of developing a guidance post in primary schools."</i></p> <p><b>Action:</b> Education (lead) / Salaries</p>	<p>The Committee <u>noted</u> that the Education Committee would take the lead on this resolution.</p> <p>This item was also discussed at a special meeting of the Education Committee and the Salaries Committee on Career Pathways Issues.</p>
<p><b>2. Virtual Head Teachers</b></p> <p><i>"This AGM instructs Council to oppose moves towards the use of Virtual Head Teachers as a means of replacing Head Teachers or as a substitute for Head Teachers within schools."</i></p> <p><b>Action:</b> Education (lead) / Salaries</p>	<p>The Committee <u>noted</u> that the Education Committee would take the lead on this resolution.</p>
<p><b>3. The Role of Support Staff</b></p> <p><i>"This AGM calls on EIS Council to investigate and report on the extent to which different support staff are being used to carry out roles that should properly be that of teaching staff. Thereafter, draw up any guidance necessary to challenge any erosion in the key role of teachers as educators within our schools."</i></p> <p><b>Action:</b> Salaries</p>	<p>It was <u>agreed</u> to conduct a survey of local association secretaries.</p>

<p><b>4. UK Public Sector Pension Schemes: Benefits</b></p> <p><i>"This AGM instructs Council to investigate and report on the benefits provided by UK public sector pension schemes other than the Scottish Teachers' Pension Scheme in order that comparisons between schemes can be made."</i></p> <p><b>Action:</b> Salaries</p>	<p>The Committee <u>decided</u> that Assistant Secretary Wilson should write to the Scottish Teachers' Pension Scheme Advisory Board (STPSAB) to seek further information.</p> <p>This information was presented to the STPSAB at its January 2020 meeting and the outcomes were discussed at the Salaries Committee on 6 February 2020.</p>
<p><b>5. Workload &amp; ASN: Stress for Teachers</b></p> <p><i>"This AGM recognises that workload and ASN are still major causes of stress for teachers. This AGM recognise the detrimental effect that current excessive workload has on the working conditions of all teachers. In line with EIS policy, this AGM instruct Council:</i></p> <ul style="list-style-type: none"> <li>• <i>to campaign to secure a reduction in class size maxima to 20 pupils in all mainstream classes;</i></li> <li>• <i>to campaign to secure a negotiated reduction of maximum class contact time for teachers to 20 hours per week and to increase preparation and correction time to 10 hours per week;</i></li> <li>• <i>to submit these improvements to conditions as a key demand from the Teachers' Panel at the SNCT as soon as possible, but decoupled from any pay claim from April 2021."</i></li> </ul> <p><b>Action:</b> Executive (lead) / Salaries</p>	<p>The Committee <u>noted</u> that the Executive Committee would take the lead on this resolution.</p> <p>At a meeting of the SNCT on 28 February 2020, the Teachers' Side outlined its negotiating position for a decrease in class size maxima and class contact time, to 20 pupils and 20 hours respectively. This position will be discussed and developed at future meetings of the SNCT and the SNCT Support Group.</p>

<p><b>6. Sick Leave: Serious Illness</b></p> <p><i>"This AGM campaigns to extend the allocation of sick leave from six months full pay to one year's full pay for teachers and lecturers with a diagnosis of a serious illness which involves invasive treatment and recovery time likely to last longer than six months, in order to alleviate financial hardship."</i></p> <p><b>Action:</b> Salaries</p>	<p>The Committee <u>agreed</u> that the terms of the resolution would be referred to the EIS representatives on the SNCT.</p> <p>The item was discussed at the SNCT Support Group 26 November 2019 where the Teachers' Panel agreed to provide further evidence. The matter will to be continued to next SNCT Support Group meeting.</p> <p>The Committee also wrote to Local Associations requesting any information or agreement held locally relevant to the terms of the resolution where applicable.</p>
<p><b>7. Eligibility for Sickness Allowance: Supply Teachers</b></p> <p><i>"This AGM instructs the Salaries Committee to seek an improvement in the SNCT conditions of service which currently relate to eligibility for sickness allowance for teachers undertaking supply work."</i></p> <p><b>Action:</b> Salaries</p>	<p>The Committee <u>agreed</u> that the terms of the resolution would be referred to the EIS representatives on the SNCT.</p> <p>The item was discussed at the SNCT Support Group 26 November 2019 where the Teachers' Panel agreed to provide further evidence. The matter will to be continued to next SNCT Support Group meeting.</p> <p>The Committee also wrote to Local Associations requesting any information or agreement held locally relevant to the terms of the resolution where applicable.</p>
<p><b>8. Annual Leave and School Closure Days</b></p> <p><i>"This AGM campaigns to establish a national pattern of days of annual leave and school closure days in order to ensure parity for teachers</i></p>	<p>The Committee <u>agreed</u> to write to the Employers' Side Secretary of the SNCT requesting that COSLA encourages Councils to harmonise their practices and to communicate</p>

<p><i>when they move from one authority to another."</i></p> <p><b>Action:</b> Salaries</p>	<p>with each other more when establishing patterns of annual leave and school closure days.</p>
<p><b>9. Computing Science Status: Practical Subject</b></p> <p><i>"This AGM, in the light of the changes to SQA course content, instructs Council to negotiate to change the status of Computing Science to that of a practical subject, with a concomitant class size maximum of 20 pupils."</i></p> <p><b>Action:</b> Salaries</p>	<p>The Committee <u>agreed</u> that the terms of the resolution would be referred to the EIS representatives on the SNCT.</p> <p>The item was discussed at the SNCT Support Group 26 November 2019 where the Teachers' Panel agreed to provide further evidence. The matter will to be continued to next SNCT Support Group meeting.</p> <p>The Salaries Committee contacted South Lanarkshire LA to assist with the provision of this further evidence.</p>
<p><b>10. Extra-Curricular Activities</b></p> <p><i>"This AGM calls on Council to investigate, quantify and report on the amount of time teachers spend on extra-curricular clubs, teams, events or shows."</i></p> <p><b>Action:</b> Salaries</p>	<p>A question relating to this was included in the Jan 2020 EIS survey to all members.</p>
<p><b>11. Supply Teachers: Negotiators Model Information Template</b></p> <p><i>"This AGM instructs the Salaries Committee to produce a template with headings which local association negotiators can use as a model for a school information document which supply teachers should expect to receive in each school on their first day of work; this template also to contain the SNCT terms and conditions of supply teachers, including advice on how pay is calculated in authorities where school</i></p>	<p>A template was prepared for use by local association negotiators.</p> <p>It was circulated and approved at the Salaries Committee on 6 February 2020.</p>

*days within the week are of  
different lengths."*

**Action:** Salaries