

Members' Library Service Request Form

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Document Title	JS/12/36 Supplementary Questionnaire on Supply GTC Expectations in respect of the Teacher Induction Scheme Scottish Negotiating Committee for Teachers - Supplementary Questionnaire on Supply JS/12/37 - Chartereted Teachers - SNCT Temporary Suspension of Salary Increments JS/11/24 Charteree Teachers - SNCT Temporary Suspension of Salary Increments JS/12/35 Teacher Induction Scheme

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Additional information:

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Designation	HR Manager - Operations
Date	28/06/12

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JS/12/36

4 May 2012

Dear Colleague

Supplementary Questionnaire on Supply

The SNCT is monitoring the implementation of the Pay and Conditions Agreement 2011 to which end a questionnaire was issued to and returned by LNCT's earlier this year. We would like to thank colleagues for their timely responses.

As a result of this please find enclosed a supplementary questionnaire on teacher supply from the Review of the LNCTs Working Group.

Although due to the nature of these questions we realise that while the questionnaire should be returned via the LNCT, LNCTs may not be best placed to provide the details requested and therefore it should be passed to the relevant HR/Payroll sections of the Council where necessary.

You are asked to return your completed questionnaire to Clare Fraser cfraser@eis.org.uk **by no later than Friday 25 May 2012** to allow a report to go to the next meeting of the SNCT on 31 May 2012.

Yours sincerely

Tom Young (Employers' Side)
Drew Morrice (Teachers' Panel)
Stephanie Walsh (Scottish Executive)

Joint Secretaries

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To: LNCT Joint Secretaries

CC: Chief Executives
Directors of Education
Directors of Personnel
Directors of Finance

JS/12/35

4 May 2012

Dear Colleague

Teacher Induction Scheme

Following the 2011 Pay and Conditions Agreement the SNCT agreed that the class contact time of probationer teachers on the Teacher Induction Scheme was increased from a maximum of 15.75 hours to a maximum of 18.5 hours per week (equating to 0.82 FTE).

In June 2011 the SNCT issued advice (JS/11/25) appending advice from GTCS which suggested a flexible approach in implementation of the new working arrangements. The questionnaire issued by the SNCT on the Pay and Conditions Agreements confirmed that all Councils had adopted a flexible approach, balancing class contact time of probationer teachers over the course of the year.

GTCS has issued further advice to Directors of Education and this is appended. The SNCT asks local authorities to take this into account in the arrangements for probationer teachers who commence deployment in August 2012.

Yours sincerely

Tom Young (Employers' Side)
Drew Morrice (Teachers' Panel)
Stephanie Walsh (Scottish Government)

Joint Secretaries

Enc

To LNCT Joint Secretaries

Dear Colleague

Supplementary Questionnaire on Supply

(1) Has the number of teachers registered for supply reduced this session compared to previous sessions? YES/NO

If so:

(i) can you provide evidence on the numbers on your supply list this session and last session?

Numbers in 2010/11 Numbers in 2011/12

(ii) are you able to identify potential causes for any changes. Please indicate all that apply

- increased numbers of supply teachers being given fixed term employment (please quantify if possible) YES/NO
- A lack of suitably qualified supply teachers to meet specific demand? YES/NO
- Supply teachers opting out due to changes to pay YES/NO
- Retirement YES/NO
- Other reasons (please specify)

Comments: _____

In (ii) can you list subjects in particular difficulty indicating if these subjects have been problematic in previous years.

Comment: _____

In (iv) please confirm whether these institutions have been a difficulty in previous years.

Comment: _____

(4) To what extent is there evidence that difficulties reported above are a result of short term supply teachers refusing to take work due to the change in pay rates?

Strong evidence/Limited Evidence/No Evidence/Unsure

Approximately how many short term supply teachers have done so? (and % of supply list)

To what extent has that decision impacted on the volume of unfilled supply vacancies?

Significant Impact/ Limited Impact/ No Impact/ Unsure

To what extent can any issues arising from this be covered through alternative arrangements?

Completely Address/Addressed in most ways/Not addressed/Unsure

Are you experiencing any other impacts arising from these decisions?

(5) Please provide any other details:

Yours sincerely

Tom Young (Employer's Side)
Drew Morrice (Teachers' Panel)
Stephanie Walsh (Scottish Government)

Joint Secretaries

JS/12/37

4 May 2012

Dear Colleague

Chartered Teachers – SNCT Temporary Suspension of Salary Increments

In JS/11/24 the SNCT Joint Secretaries provided details of the arrangements for the payment of salary increments for teachers completing modules on accredited Chartered Teacher Scheme which, as a result of the 2011 SNCT Agreement on Pay and Conditions, have been suspended since 6 June 2011.

The letter also provided arrangements for those currently working towards the completion of a particular stage of study on the Chartered Teacher Scheme and indicated that the SNCT would take a decision by April 2012 on the awarding of any additional increments. (For ease of reference a copy of JS/11/24 is appended).

You will also be aware that following the publication of the McCormac report that a decision has been taken by the Cabinet Secretary for Education and Lifelong Learning to bring the Chartered Teachers Scheme to an end. In light of this, the SNCT is considering the pay and terms and conditions of existing Chartered Teachers and those working towards Chartered Teacher status, together with the Code of Practice on the Role of Chartered Teachers.

The SNCT Joint Chairs' working group on Chartered Teachers is currently taking this work forward. This letter is to inform you that whilst the group is giving due consideration to this matter, the provisions outlined in JS/11/24 will continue until a decision is reached by the SNCT on incremental progression for those working towards Chartered Teacher status. This is anticipated by the end of June 2012.

Yours sincerely

Tom Young (Employers' Side)
Drew Morrice (Teachers' Panel)
Stephanie Walsh (Scottish Government)

Joint Secretaries

JS/11/24

6 June 2011

Dear Colleague

Chartered Teachers – SNCT Temporary Suspension of Salary Increments

The SNCT has agreed that the payment of salary increments for teachers completing modules on an accredited Chartered teacher programme shall be suspended with immediate effect (from the date of this circular) with the exception of those currently working towards the completion of a particular stage of study on the Chartered teacher programme.

In practice this means:

- Those teachers already placed on the Chartered Teacher Pay Spine will remain there and continue to receive the relevant Chartered Teacher salary point.
- Teachers already working towards completion of a module shall receive one salary increment on successful completion of that module, or of a further module if that is also required to reach an incremental point.
- For those teachers following more flexible routes within the scheme where more than one module can be awarded on the successful completion of a single stage of learning: e.g.
 - APL claim to the GTCS
 - APL claim to a course provider
 - school based projects worth up to 4 modules
 - double modules

then on successful completion they shall move in one single step to the incremental point appropriate to the number of modules awarded from that stage of study.

- Teachers are of course free to continue to embark on or keep progressing through the Chartered Teacher scheme if they so choose. However, where a teacher decides to embark on a further module or stage of study after this circular has been issued, then payment of associated increments will be suspended.

The SNCT handbook, Part 2, Section 1 paragraph 1.25 will be suspended with immediate effect other than for the exceptions listed above. The SNCT will take a decision by April 2012 on the awarding of additional increments for teachers undertaking the Chartered Teacher Programme.

Yours sincerely

Tom Young (Employer's Side)
Drew Morrice (Teachers' Panel)
Stephanie Walsh (Scottish Government)

Joint Secretaries

JS/12/35

4 May 2012

Dear Colleague

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