

ADES Personnel Network Meeting 27 January 2023.

Kenny McNeil introduced Helen Budge, Education Director, Shetland Council and Tracey Gillespie, SPDS who are both in attendance for updates on pay & teacher numbers.

ADES Directors update

Helen advised that there had been a meeting on 26 Jan 2023. It was advised that CoSLA, Scottish Government (SG) and ADES will continue to work to resolve current issues.

Minutes of previous meeting 2 December 2022

Noted that Members should have access to the ADES Teams site, ADES Members encouraged to use – any issue contact Scott Brown (Scott.Brown@dumgal.gov.uk).

It was requested that early years arrangements for King's Coronation to be shared on the Teams site, the following was shared at the meeting:

- additional day for full council and in Early Years will offer parents additional hours in a 52-week establishment, to meet 1140hours requirements in a 52 week setting – a similar approach for previous events. There is flexibility to deliver this and in practice there have been no requests (Michael Boyle).
- It was discussed around TUs requesting clarification on pro-rating of additional day and potential to owe additional day. It was advised that part-time worker regulations should be considered and potential claims regarding equal treatment. KMcN has guidance note on pro-rata will share via Teams.

Matters Arising from minute:

- Kenny advised SPPA will attend a future meeting.
- SG advised around probationers who cannot get jobs and how this is quantified, suggestions welcome on how to address.
- An invite has been extended to the network to TISSOR meeting to allow for discussion and identify actions. Kenny requested focus on workforce planning for teachers attracting trainees, as there are reduced numbers applying to university courses.
- GTCS further work on requirements/requests sharing information – a lot in the mix and Kenny will work with SPDS/information governance to explore.
- Discussions on requirement to refer teachers to GTCS and if there is a settlement agreement in place and the employee has left before disciplinary process concluded.
- Agreed to have an annual update from GTCS to network.
- Discussion on the value meeting with GTCS development officers in local authorities.

CoSLA Update

Pay negotiations – CoSLA/SG working together, still no finance for 10% pay offer and continue to seek reasonable grounds with TUs. There is ongoing discussion, eg. TU request 10% over longer time period. Continue to look for resolution without impact on provision.

Teacher numbers – numbers provided demonstrate ongoing recruitment since September. Require a clear understanding of monies given and how this is measured. SG working to protect teacher numbers & PTR, mindful of fluctuations. The 2100 additional teachers target – there is progress towards target.

Highlight to Leaders implications of any delay of pay award in relation to tax and payment before the end of financial year, also new tax rates and pensions. No revised offer at this stage.

SG Confirmed working together with CoSLA, commitment to protect Pupil Teacher Ratio. Prefer agreed approach, ongoing political discussions across 3 groups on pay Fire, NHS & teachers.

SJC claim has now been submitted.

Discussion on how teacher numbers with impact on ability to provide perm post for probation teachers.

Updates from strategic groups:

Personnel network – Chairs' update as above.

SNCT – discussion on pay, teacher numbers, reducing class contact time.

Workforce planning – additional representation confirmed, will meet after Easter. Configuration of group is under review. SG to meet with KMcN in advance of next meeting.

SPDS – continue to work with this group.

Race equalities group – increased teachers from protected characteristics. The next meeting is 9 Feb 2023.

Job Sizing – no update.

Head teacher Recruitment – Next meeting 7 February and group requested a further update for non-achievement of into Headship qualification and in post.

TISORG paper distributed in advance:

Revisions to training induction – 18 recommendations, does the network agree, will also ask GTCS.

Approval route to be agreed, each recommendation taken in turn and agreements noted.

Workforce Planning

Subject shortfall – no clear national position – survey to be circulated via Teams.

Additional hours contracts – full-time working time agreement, pension implications, to fill short-term gaps, remote teaching – not reflected in SNCT handbook e.g class size maxima.

Request for examples in this area.

Issues board

Teacher numbers – covered above.

Discussion on reasons for reduction in number of teachers in some local authorities.

Suspension of Self Cert during strike action.

Challenges request to share information.

Period of shared parental leave.

Date of Next meeting: 10 March 2023

Preferences for location.

