

## THE HIGHLAND COUNCIL

### EDUCATION, CULTURE AND SPORT COMMITTEE

Minutes of the Eighth Annual General Meeting of the Highland Council Local Negotiating Committee for Teaching Staff held in Committee Room No. 2, Council Headquarters, Glenurquhart Road, Inverness on Thursday, 8 October 2009 at 2.00 p.m.

#### PRESENT

Mr W Fernie )  
Mr A M Millar )  
Mr M Rattray )  
Mr B Gormley ) The Highland Council  
Mrs D MacKay )  
Dr A Sinclair )

Mr S Dowds )  
Ms C McCombie )  
Ms D Murray ) Educational Institute of Scotland  
Ms A Whiteford )

Mrs A Attridge ) National Association of Schoolmasters Union of Women Teachers

Mrs E Hamilton ) Scottish Secondary Teachers' Association

#### Also present

Mr H Fraser, Joint Secretary, Management Side  
Mr A M Stewart, Joint Secretary, Joint Union Side  
Ms M Smith, Highland Councillor  
Mr R Colman, EIS

#### Officials in attendance:

Miss M McCarrell, Quality Improvement Officer (Strategic Initiatives), Education, Culture and Sport  
Miss J MacLennan, Principal Administrator, Chief Executive's Office  
Miss M Murray, Committee Administrator, Chief Executive's Office

#### 1. APPOINTMENT OF CHAIRMAN

It was **AGREED** that the Chairman of the Teachers' Side, Ms A Whiteford, be appointed Chairman and the Chairman of the Management Side, Mr W Fernie, be appointed Vice-Chairman of the Highland Council Local Negotiating Committee for Teaching Staff for the forthcoming year.

**Ms A Whiteford then took the Chair**

## 2. APOLOGIES FOR ABSENCE

There were no apologies for absence.

## 3. MINUTES OF MEETING HELD ON 8 OCTOBER 2008

The Minutes of the Seventh Annual General Meeting of the Local Negotiating Committee for Teaching Staff held on 8 October 2008, copies of which had been circulated, were **APPROVED**.

## 4. APPROVAL OF MEMBERSHIP OF THE LOCAL NEGOTIATING COMMITTEE

The Meeting formally **APPROVED** the membership of the Highland Council Local Negotiating Committee for Teaching Staff as shown in a circulated report and as detailed below:-

### Representing the Management Side (from the following)

|  |                |
|--|----------------|
| Chairman of ECS Committee                | Mr W Fernie    |
| Vice Chairman of the ECS Committee       | Mr A M Millar  |
| Chairman of the Resources Committee      | Mrs C A Wilson |
| Vice Chairman of the Resources Committee | Mr M Rattray   |
| ECS SNP Group                            | Mr B Gormley   |
|  | Ms M Smith     |
| ECS Labour Group                         | Mrs D MacKay   |
| Independent Group                        | Dr A Sinclair  |

### Representing Teaching Side (from the following)

Mr R Colman )  
Mr S Dowds )  
Mr R Fyfe )  
Ms C McCombie )  
Mr N Morrison )  
Ms D Murray )  
Ms A Whiteford )

Miss K Paterson ) Voice

Mrs A Attridge ) National Association of School Masters Union of Women Teachers

Mr G MacKenzie ) School Leaders Scotland

Ms S Stevenson ) Association of Headteachers and Deputies in Scotland

Mrs E Hamilton ) Scottish Secondary Teachers' Association

## 5. LNCT RECOGNITION AND PROCEDURE AGREEMENT

'A Teaching Profession for the 21<sup>st</sup> Century' (McCrone Agreement) made a number of recommendations, including the formation of a Recognition & Procedure Agreement between the Management and Union Sides affirming commitment to

good industrial relations. Since the introduction of LNCT 1 (LNCT Recognition & Procedure Agreement), joint working practices had developed to the point where LNCT 1 required to be reviewed.

As a result, there had been circulated Report No LNCT(AGM)2/09 by the Director of Education, Culture and Sport setting out proposals for the revision of the LNCT Recognition and Procedure Agreement. Speaking to the report, the Director of Education, Culture and Sport detailed the background to the role the current LNCT and explained the rationale behind the amendments to the existing Agreement. In particular, the number of formal LNCT meetings would reduce from three to two per annum and, in order that the Agreement complied with the Council's Standing Orders, a further amendment was put forward that the quorum of a meeting be three from the Management Side and three from the Joint Union Side. The aim of the revised Agreement was to streamline the work of the LNCT and, by the establishment of an executive group of officers and teaching union representatives, to take forward an annual work plan.

The Joint Union Side intimated that they concurred with the need for a review and the measures proposed in the revised Agreement. The work that had been achieved under the existing Agreement was acknowledged but the new arrangement, including the formation of the executive group, was welcomed.

The Joint Secretaries having been thanked for the work undertaken in carrying out the review, the Meeting **AGREED**:-

- i. the revised Agreement reducing the number of meetings to two per annum, subject to the quorum of both the Management and Teachers' Side being amended from two to three; and
- ii. to establish an LNCT executive group to take forward the LNCT's annual work plan.

## **6. DATES FOR MEETINGS OF THE LOCAL NEGOTIATING COMMITTEE**

It was **AGREED** that dates for meetings of the Local Negotiating Committee for 2010 be determined by the Joint Secretaries and reported back to Members of the LNCT.

The meeting ended at 2.15 p.m.