

The Highland Council

Minutes of the **24th Annual General Meeting** of the **Local Negotiating Committee for Teachers** (LNCT) held remotely on Tuesday 2 December 2025 at 3.00 pm.

Present:

Representing the Management Side:

Mrs M Cockburn
Mr J Finlayson
Mr D Millar
Mrs M Reid

Representing the Teachers' Side:

Ms J Hume (EIS)
Mr L MacKenzie (EIS)
Mr S Mackenzie (SSTA)
Mr S Tillman (EIS)

Also present as an observer:

Mr G Murphy (SLS)

In attendance:

Ms K Lackie, Assistant Chief Executive - People
Ms F Grant, Chief Officer – Secondary Education/Joint Secretary, Management Side
Ms G Warburton, Joint Secretary – Teachers' Side
Ms B Martin-Scott, Chief Officer – Early Years and Primary Education
Ms A MacPherson, Strategic Lead – Resources
Ms L Campbell, Senior Workforce Planning and Staffing Officer
Ms M Murray, Principal Committee Officer
Ms R Ross, Committee Officer

Business

1. Appointment of Chair

The Principal Committee Officer explained that the Chair of the LNCT alternated annually between the Management Side and the Teachers' Side. For the coming year, assuming the Committee was content to continue the usual arrangement, it was the turn of the Teachers' Side.

The Committee **AGREED** that the Chair of the Teachers' Side, Mr L MacKenzie, be appointed as Chair of the Local Negotiating Committee for Teachers for the coming year.

Mr MacKenzie then took the Chair.

2. Apologies for Absence

Apologies for absence were intimated on behalf of Ms S Atkin, Mr D Macpherson and Mr P Oldham.

3. Declarations of Interest/Transparency Statements

There were no Declarations of Interest or Transparency Statements.

4. Minutes of Meeting held on 3 December 2024

The Committee **APPROVED** the Minutes of the 23rd Annual General Meeting of the Local Negotiating Committee for Teachers held on 3 December 2024.

At this stage, the Joint Secretary – Teachers’ Side expressed thanks to her predecessor, Alistair Bell, for his work leading the Teachers’ Side over the past nine years.

5. Approval of Membership

There had been circulated a paper setting out the membership of the Local Negotiating Committee for Teachers for the coming year.

The Joint Secretary, Teachers’ Side, explained that, since the agenda and papers had been issued, Steven Tillman had been appointed as Vice Convenor of the Teachers’ Side. The EIS still had one representative to appoint, as did the SSTA.

The Committee **APPROVED** the membership of the Local Negotiating Committee for Teachers as follows:-

Representing the Management Side - four from the following:

Mr John Finlayson (Chair of the Education Committee)
Mr Drew Millar (Vice Chair of the Education Committee)
Mr Paul Oldham (Chair of the Corporate Resources Committee)
Mrs Morven Reid (Vice Chair of the Corporate Resources Committee)
Ms Sarah Atkin
Mrs Muriel Cockburn
Mr Duncan Macpherson

Representing the Teachers’ Side - four from the following:

Association of Headteachers and Deputies in Scotland

Mrs Kerrie Laird

Educational Institute of Scotland

Mr Lewis MacKenzie (Convenor)
Mr Steven Tillman (Vice Convenor)
Ms Mary Evans
Ms Jacqueline Hume
Ms Kirsteen Mathie
Ms Sandra Reid
Mr Michael Smith
One EIS representative to be confirmed

NASUWT

Mr Derrick Roberts

School Leaders Scotland

Mr Gavin Murphy

Scottish Secondary Teachers' Association

Mr Sinclair MacKenzie
Second SSTA representative to be confirmed

6. Dates of Future Meetings

The Committee **AGREED** that meetings of the Local Negotiating Committee for Teachers be held on the following dates in 2026:-

Tuesday 9 June at 3.00 pm
Tuesday 1 December at 3.00 pm

The meeting concluded at 3.05 pm.