

APPENDIX I**EAST AYRSHIRE COUNCIL****JOINT CONSULTATIVE COMMITTEE (TEACHERS)****MINUTES OF MEETING HELD ON WEDNESDAY 16 DECEMBER 1998 AT 1000 HOURS IN THE MEETING ROOM, COUNCIL HEADQUARTERS, LONDON ROAD, KILMARNOCK**

PRESENT: Councillors Irene Reeves, David Sneller, Eric Jackson and Trades Union Representatives, Iain Harvey, Bryce Wilson, John McCracken, Annie Lawson and Alan Scott, Area Officer (representing EIS); Andrew Batton (representing SSTA); John McCallum (representing NASUWT) and Robert Vandal (representing PAT).

ATTENDING: John Mulgrew, Director of Education; Iain McLachlan, Director of Personnel; Margaret Burnell, Senior Depute Director of Education; Sue Blake, Depute Director of Education and Anne Marie Carr, Administrative Officer.

APOLOGIES: Councillors Ann Hay, Drew McIntyre and Tommy Farrell

CHAIR: Iain Harvey, Vice-Chair.

EXCLUSION OF PRESS AND PUBLIC

1. The Committee resolved that under Section 50A(4) of the Local Government (Scotland) Act 1973, as amended, the Press and public be excluded from the meeting for the following items of business on the grounds that they involved the likely disclosure of exempt information as defined in Paragraph 11 of Schedule 7A of the Act.

PREVIOUS MEETING

2. There was submitted and noted the Minutes of the meeting held on 24 September 1998 (circulated).

PREMATURE RETIREMENT FOR TEACHERS - FEASIBILITY STUDY (Item 2.2, Page 3828)

3. There was submitted a report dated 8 December 1998 (circulated) by the Director of Education which proposed the introduction of a premature retirement scheme for Teachers in the light of the amendments to the Scottish Teachers Superannuation Scheme from 1 September 1997.

It was agreed:-

- (i) to recommend that the proposal for premature retirement for Teachers be endorsed;
- (ii) to recommend that the proposal detailed in the report be referred to the Education Committee for consideration; and
- (iii) otherwise, to note the contents of the report.

OCCUPATIONAL HEALTH - POLICY AND PROCEDURES (Item 15, Page 4004)

3. There was submitted a report dated 10 November 1998 (circulated) by the Director of Education which sought the views of the JCC (Teachers) on the introduction of the Occupational Health Policy and Procedures.

It was reported and noted:

- (i) that the Director of Personnel Services was currently in consultation with South Ayrshire Council in relation to the Council's intention to deliver an occupational health service through a partnership arrangement with an external provider in an effort to achieve economies of scale; and
- (ii) that a consultation meeting had been arranged for January 1999 involving Manual and Craft and APT&C Staff and that the Director of Personnel Services had advised that the meeting would be open to representatives from the Teachers side to attend.

It was agreed:-

- (i) to recommend that the procedure for the implementation of the Occupational Health Policy and associated procedures be endorsed;
- (ii) to recommend that the Director of Education relay the results of the consultation with the JCC (Teachers) regarding Teachers to the Director of Personnel; and
- (iii) otherwise, to note the contents of the report.

EXIT INTERVIEW (Item 13, Page 4003)

4. There was submitted a report dated 10 November 1998 (circulated) by the Director of Education which advised of the introduction of exit interviews for staff in the Education Service, including Teachers, and which sought the Joint Consultative Committee's (Teachers) views on the proposals.

It was agreed:-

- (i) to recommend that the introduction of exit interviews as outlined in the report be endorsed;
- (ii) to note that the Director of Education would provide a progress report to a future meeting of the Education Committee, including any final policy document; and
- (iii) otherwise, to note the contents of the report.

CoSLA - CODE OF CONDUCT FOR LOCAL GOVERNMENT EMPLOYEES IN SCOTLAND (Item 14, Page 4004)

5. There was submitted a report dated 12 November 1998 (circulated) by the Director of Education which requested the JCC (Teachers) to note the referral of CoSLA's Code of Conduct for Local Government Employees in Scotland from the Personnel and Property Sub-Committee of the Policy and Resources Committee to the Education Committee.

It was agreed to continue this item pending the Personnel and Property Sub-Committee's consideration of an updated report on this matter and to allow the

Director of Education to take account of the General Teaching Council's code for Teachers in order to assess whether both codes were co-terminous.

NEW COMMUNITY SCHOOLS (Item 17, Page 4005)

6. There was submitted a report dated 11 November 1998 (circulated) by the Director of Education which advised of the Government's Initiative to develop New Community Schools and which requested the Committee to note the proposal to make application to the Scottish Office to participate in the pilot programme.

It was reported and noted that arrangements were being made to hold a joint consultation seminar involving the partner organisations, staff, Trades Unions, Elected Members, parents and the wider community.

It was agreed:-

- (i) that the development of new Community Schools as outlined in the report be welcomed;
- (ii) to recommend that the submission of a bid for funding of a Primary School based project targeting the Kilmarnock Academy cluster, for the current financial year be endorsed;
- (iii) to note that the Director of Education, in partnership with the Director of Social Work and Manager of the Health Board, would consult widely and that a proposal would be agreed for the further development of new Community Schools;
- (iv) to note that a further report produced by the three main agencies would be submitted to the Education Committee detailing the final submission; and
- (v) otherwise, to note the contents of the report.

ASBESTOS IN EDUCATIONAL ESTABLISHMENTS - POLICY AND PROCEDURES (Item 6, Page 4001)

7. There was submitted a report dated 4 December 1998 (circulated) by the Director of Education which advised of the policy and procedures for dealing with asbestos in educational establishments.

It was reported and noted that standard circular 52 had been placed on the Agenda for the JCC meeting by way of an interim briefing and as a precursor to an awareness raising exercise which would be undertaken by appropriate Officers in the Education Department.

It was agreed:-

- (i) to recommend that the policy and procedures for asbestos in educational establishments as detailed in the report be endorsed; and
- (ii) otherwise, to note the contents of the report.

The meeting terminated at 1055 hours.