

# MONMOUTHSHIRE COUNTY COUNCIL

## Minutes of the meeting of Joint Advisory Group County Hall, Usk - Remote Attendance Monday, 24th January, 2022 at 2.00 pm

**PRESENT:** County Councillor P. Murphy (Chairman)  
County Councillor P. Pavia (Vice-Chairman)

County Councillors: A. Easson and J. Higginson

Also in attendance: J. Davies (UNISON), R. Garner (UNISON),  
R. Gibbs (GMB), Z. Elsmore (NASUWT), A. Haigh (NEU),  
P. Strong (NEU), A. Sandles (NEU), K. James (NEU),  
S. Hamer (NAHT) and M. Lewis-Stephens (UCAC)

### OFFICERS IN ATTENDANCE:

Matt Phillips	Chief Officer People and Governance and Monitoring Officer
Peter Davies	Deputy Chief Executive and Chief Officer, Resources
Sally Thomas	Head of HR
Toni Pugsley	Human Resources (HR) Advisor
Richard Williams	Democratic Services Officer

### APOLOGIES:

A. Woodman (UNISON), H. Roberts (GMB), F. Middleton (NASUWT), N. Owen (NASUWT) and M. Sims (ASCL)

#### 1. Declarations of Interest

None received.

#### 2. Monmouthshire County Council's Draft Budget Proposals 2022-2023

The Cabinet Member for Resources, County Councillor P. Murphy, provided a presentation regarding Monmouthshire County Council's Draft Budget Proposals 2022-2023.

It was noted that the consultation period will end on 16<sup>th</sup> February 2022 and final budget proposals will go to Cabinet on 2<sup>nd</sup> March 2022 and to Full Council on 3<sup>rd</sup> March 2022.

The Trade Union side requested information relating to the savings that the County Council had realised and incorporated into the 2021/22 budget that resulted from the closure of Mounton House. In particular, information relating to the pupils who were being supported at Mounton House before it closed and how they were supported post closure, as well as information regarding the costs associated with this support post closure of Mounton House and whether schools were funded for these consequential increase in costs.

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The Chief Officer for Resources highlighted that the closure of the school came into being at the same time as the ALN review and the revised in-County model of provision was being established and where the associated costs of the latter were also built into the previous budgets.

The Chief Officer for Resources informed the Joint Advisory Committee (JAG) that he would obtain clarification on these matters and would circulate this information to JAG.

### **3. Performance Management Policy for Teachers**

We received a report regarding the Performance Management Policy for Teachers.

We agreed with the recommendation of the report that the revised Performance Management Policy for Teachers be accepted and commended to governing bodies for adoption as soon as possible.

### **4. Model Pay Policy for Schools 2021**

We received a report regarding the revised Model Pay Policy for Schools 2021.

We agreed with the recommendation of the report that the revised Model Pay Policy for Schools 2021 be accepted and commended to Governing Bodies for adoption as soon as possible.

### **5. Special Leave Policy for School Based Employees**

We received a report regarding the revised Special Leave Policy for School Based Employees 2022.

We agreed with the recommendation of the report that the revised Special Leave Policy for School Based Employees 2022 be accepted and commended to Governing Bodies for adoption as soon as possible.

### **6. Items for discussion from the Trade Union Side:**

#### **6.1. Discussion regarding outsourcing supply teachers and T.A.'s to agencies and not from a central county list**

The Trade Union Side made reference to a letter from the Wales TUC to the Education Minister which stated that Wales should remove outsourcing in Education.

Concern was expressed that supply teachers and teaching assistants were the most detrimentally affected education workers throughout the Covid-19 pandemic.

The Trade Union Side asked that Monmouthshire County Council considers removing the use of agencies and that supply staff be employed with schoolteacher pay and conditions.

In response, it was noted that Monmouthshire County Council does not have a supply register. However, some supply teachers and support staff are employed by the Authority

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directly. Currently, there 107 teachers employed as supply teachers and receive schoolteacher pay and conditions. They are also automatically enrolled into the pension scheme and receive the same training as employed members of staff. The Authority also currently employs 44 support staff.

The Authority uses the National Framework Agencies and very few agencies are used outside of that framework. A robust system exists. On a quarterly basis reports are received and these are assessed to ensure that those agencies are on the National Framework.

HR business Partner meetings are held regularly with Headteachers whereby supply workers and agency use is discussed to ensure that these are on the National Framework.

Of the 107 teachers employed as supply teachers, HR staff agreed to check how many of them are employed as part time and would report back to the Trade Union Side.

It was considered that a regional supply register scheme would be a better way forward to address the issues raised. The Trade Union Side highlighted some 'Best Practice' models that are currently operational, for example, Northern Ireland.

#### **7. Confirmation of Minutes**

The minutes of the meeting held on 24<sup>th</sup> January 2021 were confirmed and signed by the Chair.

#### **8. Next Meeting:**

Monday 4th April 2022 at 10.00am.

**The meeting ended at 3.00 pm.**