

Motherwell, 31 October 2001 at 2 pm.

A Meeting of the **EDUCATION COMMITTEE**

PRESENT

Councillor Gray, Convener; Councillors McKeown and Morgan, Vice-Conveners; Provost McCulloch; Councillors Barrie, Cefferty, Clarke, Curley, Curran, Donnelly, Glavin, Griffin, Heberton, Holloway, Jones, Love, Lyle, McCabe, McCallum, McGhee, Mathieson, Moran, G. Murray, M. Murray, Pentland, Stocks and Wallace; Mr. W. Brown, Mr. A. Morrice and Mr. A. Quinn.

CHAIR

Councillor Gray (Convener) presided.

IN ATTENDANCE

The Committee Services Officer, Director of Education, Depute Director of Education, Head of Quality and Support Services, Head of Educational Provision, Head of Central Services and Accounting Manager.

APOLOGIES

Councillors Burns, Grant, Logue, H. McGuigan and J. McKinlay and Rev. B. Talbot.

MINUTES

1. There were submitted the Minutes of the meetings of (1) the Education (Resources) Sub-Committee held on 11 October 2001; (2) the Education (Joint Appeals and Bursaries) Sub-Committee held on 9 October 2001; (3) the Education Joint Consultative Committee held on 3 October 2001 as detailed in the Annex to this Minute, and (4) the Educational Trust Committee held on 12 October 2001.

Decided: that the terms of the Minutes be approved and noted.

TEACHERS CONDITIONS OF SERVICE - LOCAL RECOGNITION AND PROCEDURE AGREEMENT

2. **C** With reference to paragraph 13 of the Minute of the meeting of this Committee held on 28 March 2001 when, *inter alia*, the Committee had authorised the Director of Education to liaise with the Director of Administration to progress the establishment of a local negotiating committee for teachers, there was submitted a report (docketed) dated 23 October 2001 by the Director of Administration (1) seeking approval of a Local Recognition and Procedure Agreement in respect of employees of the Council who were subject to teachers' conditions of service; (2) attaching the draft Agreement as an Appendix to the report, the terms of which (a) provide for the recognition, by the Council, of the signatory unions as the sole representatives of the relevant staff on all matters relating to conditions of service which were subject to local negotiation and as the sole bargaining agents for those conditions of service; (b) establish a bargaining machinery and negotiating procedure, including the establishment of a North Lanarkshire Council Joint Negotiating Committee of Teaching Staff, and (c) stipulate that agreements reached by the Joint Negotiating Committee should be binding on the Council and on the signatory unions; (3) suggesting that the Council delegate to the Director of Education power to determine on behalf of the Council and implement any matter within the terms of reference of the Joint Negotiating Committee; (4) intimating that whilst the draft Agreement had been approved by the Education Joint Consultative Committee, the Agreement

had still to be approved by each of the trade unions to be recognised, and (5) recommending that, following the signing of the Agreement and the establishment of the North Lanarkshire Joint Negotiating Committee for Teaching Staff, the Education Joint Consultative Committee should cease to exist.

Decided:

- (1) that the terms of the draft Local Recognition and Procedure Agreement, attached as an Appendix to the report, be approved;
- (2) that consideration of the members and substitute members for the management side of the North Lanarkshire Joint Negotiating Committee for Teaching Staff be considered at the next meeting of the Council;
- (3) that the Depute Director of Education be appointed as Joint Secretary for the management side of the Joint Negotiating Committee;
- (4) that power be delegated to the Director of Education to determine on behalf of the Council and implement all matters within the terms of reference of the Joint Negotiating Committee;
- (5) that the Director of Education be authorised to advise all relevant unions of the agreement, by the Council, to the terms of the draft Agreement and to invite the relevant unions to similarly agree;
- (6) that the Director of Education be authorised to sign a Local Recognition and Procedure Agreement in terms of the draft Agreement;
- (7) that it be agreed that, on the signing of the Agreement and the establishment of the North Lanarkshire Joint Negotiating Committee for Teaching Staff, the Education Joint Consultative Committee be disbanded, and
- (8) that the Director of Education submit a report on the first year of operation of the North Lanarkshire Joint Negotiating Committee for Teaching staff.

EDUCATION 2010 - PUBLIC PRIVATE PARTNERSHIP SCHOOL BUILDING PROJECTS

3. With reference to paragraph 14 of the Minute of the meeting of this Committee held on 13 June 2000 when, inter alia, the Committee had (1) agreed that a Member/Officer Working Group be established to examine the priorities identified under a review of primary and secondary school provision and make recommendations, and (2) authorised the Director of Education to prepare a Public Private Partnership (PPP) package for the refurbishment of school buildings, there was submitted a report (docketed) dated 24 October 2001 by the Director of Education (a) listing in Appendix 1 to the report, projects for the replacement and refurbishment of schools which had been formulated by the Education PPP Member/Officer Working Group for inclusion in the draft PPP package; (b) outlining the strategic aims and principles which underpin the selection of the projects; (c) intimating that the Scottish Executive had invited first round bids from local authorities, in the form of an Outline Business Case, by 14 December 2001 for a share of revenue support to assist with the long term support of PPPs for school building projects; (d) reiterating that KPMG Consortium had been appointed as consultants to complete the Council's Outline Business Case; (e) commenting on the next stages of assessment and future development of the draft PPP packages and the associated timescales, and (f) recommending that the management structure which had been set up within the Department to prepare the draft PPP package be retained and funded pending the Scottish Executive's decision on the Council's Outline Business Case, and also that a part-time post of Administrative Assistant be established to provide support.

Councillor Gray, seconded by Councillor McKeown, moved:-

- (1) that the progress towards the preparation of an Outline Business Case for the draft PPP package for school building projects be noted;
- (2) that the Director of Education prepare a further report on the Outline Business Case for the draft PPP package for school building projects for submission to a Special Meeting of the Education Committee to be held on 12 December 2001;
- (3) that it be recommended to the Council (a) that power be delegated to the Policy and Resources Committee to consider and, if appropriate, approve on behalf of the Council, the content of the Outline Business Case for submission to the Scottish Executive, and (b) that a Special Meeting of the Policy and Resources Committee be held following the Special Meeting of the Education Committee;
- (4) that the Member/Officer Education PPP Working Group remain operative to make further recommendations on the content of the draft PPP package, including project priorities and phasing;
- (5) that the Director of Education prepare a further report on the draft PPP package following the Scottish Executive's decision on the Council's Outline Business Case for submission to a future meeting of this Committee;
- (6) that the establishment of a part-time post of Administrative Assistant, at salary grade AP1, be approved;
- (7) that the PPP Project Management Structure outlined in paragraphs 4.1 and 4.3 of the report be retained and funded pending the Scottish Executive's decision on the Council's Outline Business Case, and
- (8) that the report be remitted to the Policy and Resources (Personnel) Sub-Committee for consideration of the staffing proposals.

Councillor G. Murray, seconded by Councillor Lyle, moved as an amendment, that the terms of the motion be approved, subject to:-

- (1) in respect of item (4) above, the addition of the following words "and that the preliminary priorities and phasing must be issued to Members prior to the meeting on 12 December 2001";
- (2) in respect of item (5) above, the addition of the following words "and that the report must make it clear the likely overall cost to the national taxpayer and to the local taxpayer as compared to funding the project with a standard loan at not more than 7% interest";
- (3) an additional clause as item (9) "that until the full costs of this PPP package were known and approved by the Council there could be no implied approval of this project", and
- (4) an additional clause as item (10) "that this Committee strongly recommends that an alternative educational improvement scheme be prepared based on normal financing at an interest rate of not more than 7%".

On a vote being taken, 6 Members voted for the amendment and 21 Members for the motion which was accordingly declared carried.

Decided:

- (1) that the progress towards the preparation of an Outline Business Case for the draft PPP package for school building projects be noted;
-
-

- (2) that the Director of Education prepare a further report on the Outline Business Case for the draft PPP package for school building projects for submission to a Special Meeting of the Education Committee to be held on 12 December 2001;
- (3) that it be recommended to the Council (a) that power be delegated to the Policy and Resources Committee to consider and, if appropriate, approve on behalf of the Council the content of the Outline Business Case for submission to the Scottish Executive, and (b) that a Special Meeting of the Policy and Resources Committee be held following the Special Meeting of the Education Committee;
- (4) that the Member/Officer Education PPP Working Group remain operative to make further recommendations on the content of the draft PPP package, including project priorities in phasing;
- (5) that the Director of Education prepare a further report on the draft PPP package following the Scottish Executive's decision on the Council's Outline Business Case for submission to a future meeting of this Committee;
- (6) that the establishment a part-time post of Administrative Assistant, at salary grade AP1 be approved;
- (7) that the Management Structure outlined in paragraphs 4.1 and 4.3 of the report be retained and funded pending the Scottish Executive's decision on the Council's Outline Business Case, and
- (8) that the report be remitted to the Policy and Resources (Personnel) Sub-Committee for consideration of the staffing proposals.

REVENUE ESTIMATES 2001/2002 - DEPARTMENT OF EDUCATION

4. There was submitted a report dated 28 September 2001 by the Director of Education advising of current departmental spending levels for the period from 1 April to 17 September 2001 by the Department of Education and providing a projection of the budget outturn and a comparison with the approved budget excluding loan charges, central administration recharges and the Central Repairs Account.

Decided: that the terms of the report be noted.

TRANSITION PLANNING DEMONSTRATION PROJECT - TEAM LEADER (TRANSITION PLANNING)

5. There was submitted a joint report dated 3 October 2001 by the Directors of Social Work and Education (1) advising of the progress made by the Transition Planning Demonstration Project in providing support for young people with disabilities leaving school, and (2) proposing that a post of Team Leader (Transition Planning) be established to support the Project, the cost of which would be met equally by the Departments of Social Work and Education and the Lanarkshire Primary Care NHS Trust.

Decided:

- (1) that the terms of the report be noted;

- (2) that the proposal to establish a post of Team Leader (Transition Planning), at salary grade PO2/5, funded equally from the budgets of the Departments of Social Work and Education and the Lanarkshire Primary Care NHS Trust, be approved, and
- (3) that the report be remitted to the Policy and Resources (Personnel) Sub-Committee for consideration.

“A TEACHING PROFESSION FOR THE 21ST CENTURY” - CONDITIONS OF SERVICE AND PAY FOR TEACHERS - THE McCRONE NEGOTIATION - SUPPORT STAFF STRUCTURE

6. With reference to paragraph 13 of the Minute of the meeting of this Committee held on 28 March 2001 when, *inter alia*, the Committee had noted the terms of an agreement which had been reached by employers, the teaching profession and the Scottish Executive to improve professional conditions of service and pay for teachers following the recommendations contained in the McCrone Report, there was submitted a report (docketed) dated 1 October 2001 by the Director of Education (1) advising that the McCrone Agreement had highlighted the need for additional support staff in schools; (2) intimating that the funding in the sum of £3.4m was available from Scottish Executive over a three year period towards the provision of additional support staff and the development of administrative structures in schools in line with the terms of the McCrone agreement; (3) detailing in paragraph 3.2 of the report proposals for (a) the provision of additional support staff in schools to undertake routine administrative tasks and deliver the development agenda in the use of Information and Computer Technology in the curriculum, and (b) the allocation of funds to all schools to enhance support staff structure either by increasing the working hours of existing staff or by employing additional Clerical Assistants on a short term basis until 31 March 2002, and (4) indicating that the cost of the staffing proposals for the current financial year would be met from Scottish Executive funding and that provision had been made in the Department's 3 year budget plan to meet the cost of the permanent support staff for 2002/2003 and 2003/2004.

Decided:

- (1) that the establishment of 6 FTE posts of Network Support Officer, at salary grade Tech 4, be approved;
- (2) that the allocation of additional funds to schools for 2001/2002 for the development of administrative structures, as described in paragraph 3.2 of the report, be noted;
- (3) that the proposal for the allocation of additional term time clerical support staff in schools, as set out in paragraph 3.2 of the report, be approved;
- (4) that the establishment of 100 FTE posts of Clerical Assistant, on a temporary basis until 31 March 2002, at salary grade GS1/2, be approved;
- (5) that the Director of Education submit a report to a future meeting of the Committee setting out a strategy for administrative support in schools in future years, and
- (6) that the report be remitted to the Policy and Resources (Personnel) Sub-Committee for consideration.

THE EXCELLENCE FUND FOR SCHOOLS - CLASSROOM ASSISTANTS

7. With reference to paragraph 7 of the Minute of the meeting of this Committee held on 26 January 1999 when, *inter alia*, approval had been given for a Classroom Assistant Programme to be funded by the Scottish Executive's Excellence Fund for Schools, there was submitted a report (docketed) dated October 2001 by the Director of Education (1) advising that 353 Classroom Assistants had

been appointed since the inception of the Programme; (2) outlining the progress achieved in meeting the Scottish Executive's target ratio of 1 adult to 15 children by April 2002, and (3) proposing that, in order to address an increase of school rolls in August 2001, an additional post of Classroom Assistant be established.

Decided:

- (1) that the establishment of a part-time post of Classroom Assistant, on a term time basis for a period of three years, at salary grade GS1/2, be approved, and
- (2) that the report be remitted to the Policy and Resources (Personnel) Sub-Committee for consideration.

NORTH LANARKSHIRE COUNCIL CHILD PROTECTION COMMITTEE - PROPOSALS FOR SUPPORT POSTS

8. With reference to paragraph 28 of the Minute of the meeting of the Social Work Committee held on 23 August 2001 when, inter alia, that Committee had (1) approved recommendations, with regard to the Council's Child Protection Committee, for the creation of (a) a post of Training Co-ordinator to develop and deliver training programmes in the field of child protection on a departmental and inter-agency basis, and (b) a post of Senior Clerical Assistant to provide administrative duties, as set out in a report dated August 2001 by the Director of Social Work; (2) noted that a bid for funding had been submitted to the Social Inclusion Fund to meet the cost of the additional posts and the servicing of the Child Protection Committee until the end of the current financial year and that, thereafter, the costs would be met by each partner department/agency on a pro rata basis, and (3) remitted the report to this Committee for consideration, there was submitted the said report (docketed as relative to the Minute referred to above) by the Director of Social Work.

Decided:

- (1) that the establishment of the posts of Training Co-ordinator, at salary grade PO5, and Senior Clerical Assistant, at salary grade GS3, to provide services relevant to the Child Protection Committee be approved, and
- (2) that the funding arrangements of the Child Protection Committee as detailed in Appendix 3 to the report and funded on a pro rata basis by each partner department or agency, be approved.

BEST VALUE SERVICE REVIEW - QUALITY DEVELOPMENT SERVICE

9. There was submitted a report dated August 2001 by the Director of Education advising of the progress of the Best Value Service Review in respect of the Quality Development Service.

Decided:

- (1) that the terms of the report be noted, and
- (2) that the Director of Education report on the Best Value Service Review of the Quality Development Service at a future meeting of the Committee.

CONFERENCES ETC.

EDUCATION - 31 October 2001

10. There were considered invitations from:-

- (1) The Scottish Local Government Information Unit to attend a conference entitled "Education, Skills and Social Inclusion" held in Glasgow on 24 October 2001;
- (2) Children in Scotland to attend a conference entitled "Children's Voices - Taking Account of the Views of Children and Young People Within Services" to be held in Peebles on 1 and 2 November 2001;
- (3) Vista Conferences to attend a conference entitled "Learning from Partnerships in Education" to be held in London on 8 November 2001;
- (4) Barnardos Scotland to attend a conference entitled "Hurting on the Inside" to be held in Edinburgh on 9 November 2001;
- (5) Infolog Training to attend a seminar entitled "Making School a Safer Place" to be held in London on 13 November 2001;
- (6) Public Policy Seminars to attend a seminar entitled "Delivering Effective Risk and Safety Education in the Community, School, Work and Home" to be held in London on 15 November 2001;
- (7) Learning Tapestry to attend a national conference entitled "Use Your Head" to be held in Glasgow on 20 November 2001, and
- (8) Neil Stewart Associates to attend a conference entitled "Social Class and Participation in Higher Education from Elitism to Inclusion 2" to be held in London on 29 November 2001.

Decided:

- (1) that the attendance of Councillor Scott at the conference entitled "Education, Skills and Social Inclusion" held in Glasgow on 24 October 2001 be homologated;
- (2) that Councillor Jones be authorised to attend the conference entitled "Children's Voices - Taking Account of the Views of Children and Young People Within Services" to be held in Peebles on 1 and 2 November 2001;
- (3) that a Member be authorised to attend the conference entitled "Hurting on the Inside" to be held in Edinburgh on 9 November 2001;
- (4) that Councillor Gray and one other Member be authorised to attend the conference entitled "Use Your Head" to be held in Glasgow on 20 November 2001, and
- (5) that otherwise no attendance be authorised.

ANNEX

Motherwell, 3 October 2001 at 2.30 pm.

A Special Meeting of the **EDUCATION JOINT CONSULTATIVE COMMITTEE**

PRESENT

Authority Side - Councillors Gray, Love, McGhee and G. Murray.

Teachers' Side - W. Brown, Convener and A. Barrie, W. Cairns, P. Lavery, P. McGowan, A. Morrice, V. Topping and A. Wilson (as substitute for A. Taylor).

CHAIR

W. Brown (Convener) presided.

IN ATTENDANCE

The Committee Services Officer, Director of Education, Depute Director of Education, Head of Quality and Development, Head of Personnel Services and Commercial Partnership Manager.

APOLOGIES

Councillor Grant for the authority side and A. Taylor for the teachers' side.

MINUTE OF PREVIOUS MEETING

11. There was submitted the Minute of the meeting of the Education Joint Consultative Committee held on 27 June 2001.

The Committee agreed:-

- (1) that the Minute be amended to record the presence of P. Lavery at the meeting;
- (2) that with reference to paragraph 10 of the Minute relating to Public Private Partnerships the following words be added to the end of the sub-paragraph (1) "and (3) that the teachers' side was opposed, in principle, to Public Private Partnerships", and
- (3) that the Minute be otherwise approved.

PUBLIC PRIVATE PARTNERSHIPS/PRIVATE FINANCE INITIATIVES

12. With reference to paragraph 10 of the Minute of the meeting of this Committee held on 27 June 2001, W. Brown, on behalf of the teachers' side, (1) acknowledged receipt of information regarding the authority's Public Private Partnership (PPP) proposals for the refurbishment of schools in North Lanarkshire; (2) welcomed the opportunity to discuss the issues with the Director of Education at an informal meeting, and (3) sought assurance that sufficient time would be allocated to facilitate full discussion of the issues.

In the interim W. Brown (1) reiterated that the teachers' side was opposed, in principle, to PPP; (2) expressed concern (a) at the size of the package, (b) that some schools would be disadvantaged if they were not included in the final package for refurbishment and/or maintenance works or, alternatively, if they were earmarked for amalgamation or closure; (c) that school maintenance works might be affected in the intervening period, and (d) that they had not been afforded an opportunity to discuss the PPP proposals with the Education PPP Working Group; (3) sought clarification as to (a) whether the Education PPP Working Group had taken account of new and planned housing developments when formulating the PPP proposals; (b) how a PPP package would be funded, and (c) whether the authority had investigated other options, and (4) referred to an agreement with the previous authority regarding job security in situations involving school amalgamations or closures and sought assurance regarding staffing levels.

For the authority, Councillor Gray and the Director of Education, in response to the points raised, advised (1) that although the authority shared some of the concerns of the teachers' side in relation to PPPs as the way forward for the refurbishment of schools, at the present time the authority had no other options for the funding of such works on the scale required; (2) that the authority had been in consultation with other authorities to identify the difficulties and issues which they had experienced with their PPPs; (3) that the remit of the Education PPP Working Group was to formulate proposals only, that the proposals and options contained in the PPP package still required to be endorsed by the Council and would be the subject of a major consultation exercise and that once the level of funding available was known the teachers' side would be consulted on the detailed plans; (4) that although the content of the proposed PPP package and funding element would depend on the response of the Scottish Executive to the authority's submission, it was anticipated that the allocation of funds by the Scottish Executive towards the package would allow the authority to release capital funds to maintain those schools which would not be included in the package; (5) that until the content of a final PPP package had been determined the authority would continue with its programme for school maintenance and that, thereafter, the status of school buildings in North Lanarkshire would be reviewed accordingly, and (6) that the authority had endorsed the policies of the previous authority in relation to rules and regulations in respect of school closures and amalgamations and that the teachers' side had expressed satisfaction at the operation of these policies during the rationalisation of school provision in Cumbernauld.

The Committee noted that there would be further informal discussion between the Director of Education and the teacher representatives on the PPP proposals for the refurbishment of schools in North Lanarkshire.

BASELINE ASSESSMENTS

13. W. Brown, on behalf of the teachers' side, referred to an approach by the authority for comments on proposals for the implementation of a pilot project on baseline assessment in North Lanarkshire schools and advised that although they had no objections to the pilot project in principle, they did have reservations about the introduction of yet another evaluation concept given the number of assessments which were already in existence.

The Director of Education tabled a discussion paper which (1) advised that in light of recommendations by the Scottish Executive to local authorities in recent years for the establishment of assessment procedures, for pupils on entry to school, there was a need to establish a system to monitor progress in educational achievement by children, schools and the authority; (2) outlined the concept of the system of baseline assessment, and (3) indicated that a pilot baseline assessment system would commence in session 2001/2002 in three secondary schools and their associated primary schools in Cumbernauld, Monklands and the Motherwell/Wishaw area.

For the authority, the Head of Quality Development was heard in relation to the progress of the pilot project and he also advised (1) that the project would be evaluated by a Steering Group and that should the teachers' side wish to be represented on that Group, the necessary arrangements would

be put in place, and (2) that should the proposals to roll out the baseline assessment system to all schools be progressed, the teachers' side would be consulted further on the issue.

The Committee noted the position.

EXCELLENCE FUNDING

14. W. Brown, on behalf of the teachers' side, sought clarification of the authority's plans in relation to the future viability of projects which were currently funded by the Scottish Executive's Excellence Fund once that funding had expired.

For the authority, the Director of Education advised that the Scottish Executive had informally indicated that it would make available further assistance from the Excellence Fund and that it was anticipated that written confirmation would be received soon.

The Committee noted the position.

McCRONE IMPLEMENTATION AGREEMENT

(1) 35 HOUR WORKING WEEK

15. With reference to paragraph 3 of the Minute of the meeting of this Committee held on 27 June 2001, W. Brown, on behalf of the teachers' side, referred to the progress of the introduction of a 35 hour week for teachers in North Lanarkshire establishments and requested that, in respect of this amended condition of service, the situation be monitored and discussed at future meetings of the Committee.

For the authority, the Depute Director of Education (1) acknowledged the support of the trade union representatives in encouraging all schools to enter into an agreement with the authority for the introduction of a 35 hour week; (2) noted that there were still outstanding problems in relation to Network Teams, and (3) agreed that there was a need to monitor the agreement and associated guidance and suggested that matters relative thereto could be discussed informally with the Director of Education.

The Committee noted the position.

(2) ESTABLISHMENT OF LOCAL NEGOTIATING COMMITTEE FOR TEACHERS

16. With reference to paragraph 4 of the Minute of the meeting of this Committee held on 27 June 2001, when the Committee had noted that a Working Group, comprising the Depute Director of Education, the Head of Central Services and the Secretary of the teachers' side would be set up to draft the framework and constitution for a new Local Negotiating Committee, there was submitted a report dated 25 September 2001 by the Director of Administration (1) advising that in order to progress the recommendation of the McCrone Inquiry into Professional Conditions of Service for Teachers for the establishment of a Local Negotiating Committee for teachers it would be necessary for the conclusion of a Local Recognition and Procedural Agreement by the Council and by the relevant trade unions, and (2) setting out in the Appendix to the report a draft Local Recognition and Procedure Agreement for North Lanarkshire.

W. Brown, on behalf of the teachers' side (1) intimated that they were willing to accept the terms of the draft Local Recognition and Procedure Agreement, and (2) emphasised the need to adhere to Clause 5 of the Agreement which states "the Council hereby recognises the unions who are signatories to this Recognition and Procedure Agreement as the sole bargaining agents for the matters covered by this Recognition and Procedure Agreement".

EDUCATION - 31 October 2001

The Committee (1) agreed to recommend approval of the Local Recognition and Procedure Agreement by the Council and by the relevant trade unions, and (2) noted that the Director of Administration would prepare a report on the matter for submission to the next meeting of the Education Committee for consideration.

(3) CONTINUING PROFESSIONAL DEVELOPMENT FRAMEWORK

17. With reference to paragraph 5 of the Minute of the meeting of this Committee held on 27 June 2001 when the Committee had noted that a draft paper by the Director of Education on proposals for Continuing Professional Development (CPD) for 2001/2002 had been passed to the teachers' side for comments, the Depute Director of Education, for the authority, intimated that in view of plans to introduce the CPD proposals and to include the CPD framework in the new contractual arrangements for teachers as soon as possible, it would be helpful if the teachers' side was now in a position to respond to the consultation.

D. Morrice, on behalf of the teachers' side, advised that whilst they accepted the spirit of the proposals in principle, they required more details thereon.

The Committee noted that the Professional Review and Development Monitoring Group would take the matter forward.

SCOTTISH QUALIFICATIONS AUTHORITY

18. For the authority, the Director of Education referred to the recent national consultation by the Scottish Qualifications Authority on internal assessments in schools and urged the teachers' side to make a full and frank response to the consultation.

The Committee noted the position.

ADDITIONAL FINANCIAL RESOURCES

19. With reference to paragraph 14 of the Minute of the meeting of the Education Committee held on 29 August 2001 when, *inter alia*, the Committee had noted the allocation of additional resources in 2001/2002 by the Scottish Executive in the sum of £657,000 for distribution to schools in North Lanarkshire for the purpose of raising standard in schools, the Depute Director of Education, for the authority, advised that all of the funds had been made available to front line services.

W. Brown, on behalf of the teachers' side, expressed concern at the formula which had been applied to the distribution of funds to schools.

For the authority, the Depute Director of Education (1) advised that whilst the authority shared the concerns of the teachers' side, the formula applied was a national formula which had been devised by the Scottish Executive, and (2) intimated that the authority had made representation to the Scottish Executive regarding future funding allocations.

The Committee noted the position.

GOLDEN JUBILEE HOLIDAY

20. With reference to paragraph 12 of the Minute of the meeting of the Education Committee when, *inter alia*, that Committee had agreed that, in light of (1) an intimation that the Privy Council had proclaimed Monday, 3 June 2002 as a holiday to commemorate the Queen's Golden Jubilee, and (2) this Council's decision to recognise that day as a separate holiday for the Golden Jubilee celebration, the school session for 2001/2002 be reduced from 190 to 189 days to accommodate an additional holiday on 3 June to mark the occasion, the Head of Personnel Services, for the authority, advised that where employees were required to work on 3 June 2002 public holiday enhanced pay rates would be applied.

The Committee noted the position.