

National Joint Negotiating Committee (NJNC) Circular STL 02/24

Registration with the General Teaching Council (Scotland)

This Circular is issued under the provisions of the NJNC and is binding on the signatories of the National Recognition and Procedures Agreement (NRPA). Non-NRPA colleges are encouraged to shadow the agreement.

This Circular implements the June 2024 NJNC Agreement on Registration with the General Teaching Council (Scotland) (GTC Scotland) ('the June 2024 Agreement') attached as **Appendix 1** and will apply from **1st August 2024**.

The Circular also provides guidance for colleges on the implementation of the June 2024 Agreement.

Implementation Details of the Agreement

The [May 2019 NJNC Agreement \(Terms and Conditions\)](#) makes it a **contractual requirement** for lecturing staff to register with GTC Scotland. The June 2024 Agreement makes further provision in relation to the registration process (Full Registration and Provisional (Conditional) Registration).

Full Registration

Section 1 – Full Registration of the June 2024 Agreement sets out the timescales within which lecturing staff who hold a Teaching Qualification in Further Education (TQFE); a GTC Scotland recognised primary or secondary teaching qualification gained in Scotland; or an equivalent teaching qualification gained outside of Scotland are required to hold full registration with GTC Scotland.

The timescales specified in paragraphs **(i) to (vi)** of section 1 are determined by the period within which lecturing staff commenced employment in the sector.

Limited exceptions to this provision are set out in paragraph **(vii)** of section 1 and apply to lecturing staff who:

- are subject to the GTC Scotland Fitness to Teach process; or
- hold Scottish Social Services Council (SSSC) registration as a requirement of employment,

in which case, the timescales to register will **not** apply.

Provisional (Conditional) Registration

Section 2 – Provisional (Conditional) Registration of the June 2024 Agreement sets out the timescales within which lecturing staff who do **not** hold a TQFE; a GTC Scotland recognised primary or secondary teaching qualification gained in Scotland; or an equivalent teaching qualification gained outside of Scotland are required to hold **provisional (conditional) registration** with GTC Scotland.

The timescales specified in paragraphs **(i) to (vi)** of section 2 are determined by the period within which lecturing staff commenced employment in the sector.

Limited exceptions to this provision are set out in paragraph (vii) of section 2 and apply to lecturing staff who:

- are subject to the GTC Scotland Fitness to Teach process;
- are in the process of achieving the Standard for Provisional Registration (Lecturers in Scotland's Colleges); or
- hold SSSC registration as a requirement of employment,

in which case, the timescales to register will **not** apply.

Lecturing Staff Commencing Employment After 31st December 2033

Lecturing staff who commence employment in the sector after **31st December 2033** will require to hold Provisional (Conditional) Registration with GTC Scotland within six months of achieving the Standard for Provisional Registration (Lecturers in Scotland's Colleges), provided none of the exceptions set out in paragraph (vii) of section 2 of the June 2024 Agreement applies.

Registration Dates

Although an end date is specified, lecturing staff can apply for registration with GTC Scotland at **any time** and do not have to wait until the date specified in the June 2024 Agreement. The dates specified are the last dates by which registration is required.

Lecturing staff should be aware that the registration process with GTC Scotland can take a number of months to complete. Therefore, lecturing staff should not wait until the deadline specified to commence their application for registration.

Full details of the registration process and the documentation required can be accessed on the [GTC Scotland website](#).

TQFE Waiting Lists

Where there are waiting lists for lecturing staff to enrol in a recognised lecturing qualification as defined in NJNC [Circular 03/18](#) (usually the TQFE), the June 2024 Agreement amends the order of priority, set out in NJNC Circular 03/18, to be applied by colleges when supporting lecturers to enrol in such qualifications.

The June 2024 Agreement provides that lecturing staff, holding provisional (conditional) registration, should be given priority to enrol in a recognised lecturing qualification. This is intended to assist planning and to ensure that lecturers, for whom the five-year provisional (conditional) registration period has commenced, are given appropriate support to meet the condition of their registration.

Thereafter, priority will continue to be given to lecturers employed in the sector prior to 1st April 2019.

SSSC Registration

A Circular providing further guidance in relation to those lecturing staff who hold SSSC registration as a requirement of employment and who are therefore unable currently to register with GTC Scotland will be issued in due course.

Scope

The terms of this Circular will apply to all employees and new entrants to the profession, including those on a temporary, fixed term or non-permanent contract.

If any clarification is sought, this should be directed to the Joint Secretaries, john.anderson@collegeemployersscotland.ac.uk and garry.ross@eis.org.uk. A joint response will be provided to all points of clarification.

NJNC Joint Secretaries

John Anderson

Garry Ross

03 July 2024

National Joint Negotiating Committee (NJNC) Agreement on Registration with General Teaching Council (Scotland) (GTC Scotland) – Thursday 13 June 2024

The [May 2019 NJNC Agreement \(Terms and Conditions\)](#) makes it a contractual requirement for lecturing staff to register with GTC Scotland. This National Collective Agreement of the NJNC makes further provision in relation to the implementation of the registration process (Full Registration and Provisional (Conditional) Registration) for lecturing staff employed in the sector.

1. Full Registration

The NJNC – Side Table Lecturing agrees that subject to section 1 – paragraph (vii) below, lecturing staff who commenced employment in the sector:

- i) **Between 1st January 1979 and 31st December 2004 inclusive and hold a Teaching Qualification in Further Education (TQFE); a GTC Scotland recognised primary or secondary teaching qualification gained in Scotland; or an equivalent teaching qualification gained outside of Scotland are required to hold full registration with GTC Scotland by 31st December 2025.**
- ii) **Between 1st January 2005 and 31st December 2013 inclusive and hold a TQFE; a GTC Scotland recognised primary or secondary teaching qualification gained in Scotland; or an equivalent teaching qualification gained outside of Scotland are required to hold full registration with GTC Scotland by 31st December 2026.**
- iii) **Between 1st January 2014 and 31st December 2019 inclusive and hold a TQFE; a GTC Scotland recognised primary or secondary teaching qualification gained in Scotland; or an equivalent teaching qualification gained outside of Scotland are required to hold full registration with GTC Scotland by 31st December 2027.**
- iv) **Between 1st January 2020 and 31st December 2024 inclusive and hold a TQFE; a GTC Scotland recognised primary or secondary teaching qualification gained in Scotland; or an equivalent teaching qualification gained outside of Scotland are required to hold full registration with GTC Scotland by 31st December 2028.**
- v) **Between 1st January 2025 and 31st December 2033 inclusive and hold a TQFE; a GTC Scotland recognised primary or secondary teaching qualification gained in Scotland; or an equivalent teaching qualification gained outside of Scotland are required to hold full registration with GTC Scotland by 31st December 2034.**
- vi) **After 31st December 2033 and hold a TQFE; a GTC Scotland recognised primary or secondary teaching qualification gained in Scotland; or an equivalent teaching qualification gained outside of Scotland are required to hold full registration with GTC Scotland within 12 months of commencement of employment in any Scottish Further Education college.**
- vii) Lecturing staff who come within the categories referenced in section 1 – paragraphs (i) to (vi) above and who:
 - are subject to the GTC Scotland Fitness to Teach process; or
 - hold Scottish Social Services Council (SSSC) registration as a requirement of employment

will **not** require to register within the timescales specified in section 1 – paragraphs (i) to (vi) above.

2. Provisional (Conditional) Registration

The NJNC – Side Table Lecturing agrees that subject to section 2 – paragraph (vii) below, lecturing staff who commenced employment:

- i) **Between 1st January 1979 and 31st December 2013 inclusive** and do **not** hold a TQFE; a GTC Scotland recognised primary or secondary teaching qualification gained in Scotland; or an equivalent teaching qualification gained outside of Scotland are required to hold **provisional (conditional) registration** with the GTC Scotland by **31st December 2028**.
 - ii) **Between 1st January 2014 and 31st December 2019 inclusive** and do **not** hold a TQFE; a GTC Scotland recognised primary or secondary teaching qualification gained in Scotland; or an equivalent teaching qualification gained outside of Scotland are required to hold **provisional (conditional) registration** with the GTC Scotland by **31st December 2029**.
 - iii) **Between 1st January 2020 and 31st December 2021 inclusive** and do **not** hold a TQFE; a GTC Scotland recognised primary or secondary teaching qualification gained in Scotland; or an equivalent teaching qualification gained outside of Scotland are required to hold **provisional (conditional) registration** with the GTC Scotland by **31st December 2030**.
 - iv) **Between 1st January 2022 and 31st December 2022 inclusive** and do **not** hold a TQFE; a GTC Scotland recognised primary or secondary teaching qualification gained in Scotland; or an equivalent teaching qualification gained outside of Scotland are required to hold **provisional (conditional) registration** with the GTC Scotland by **31st December 2031**.
 - v) **Between 1st January 2023 and 31st December 2023 inclusive** and do **not** hold a TQFE; a GTC Scotland recognised primary or secondary teaching qualification gained in Scotland; or an equivalent teaching qualification gained outside of Scotland are required to hold **provisional (conditional) registration** with the GTC Scotland by **31st December 2032**.
 - vi) **Between 1st January 2024 and 31st December 2033 inclusive** and do **not** hold a TQFE; a GTC Scotland recognised primary or secondary teaching qualification gained in Scotland; or an equivalent teaching qualification gained outside of Scotland are required to hold **provisional (conditional) registration** with the GTC Scotland by **31st December 2034**.
- vii) Lecturing staff who come within the category referenced in section 2 – paragraphs (i) – (vi) above and who:
- are subject to the GTC Scotland Fitness to Teach process;
 - are in the process of achieving the Standard for Provisional Registration (Lecturers in Scotland's Colleges) **or**
 - hold SSSC registration as a requirement of employment,

will **not** require to register within the timescale specified in section 2 – paragraphs (i) to (vi) above.

- viii) Lecturing staff who commence employment **after 31st December 2033** will be required to hold **provisional (conditional) registration** with GTC Scotland **within six months of achieving the Standard for Provisional Registration (Lecturers in Scotland's Colleges)**, provided none of the other exceptions contained within section 2 – paragraph (vii) above applies.

3. Priority of Enrolment

This NJNC Agreement amends the order of priority to be applied by colleges when supporting lecturers to enrol in a recognised lecturing qualification as set out in NJNC [Circular 03/18](#). Lecturing staff who hold **provisional (conditional) registration** will be given priority to enrol in a recognised lecturing qualification as defined in NJNC Circular 03/18. Thereafter, priority will be given to those lecturers employed in the sector prior to 1st April 2019.

Agreed at the NJNC – Side Table Lecturing on 13 June 2024.