

EAST RENFREWSHIRE LNCT AGREEMENT**REVIEW OF TEMPORARY ARRANGEMENTS
FOR APPOINTMENT TO PROMOTED POSTS**

1. In order to assist with management restructuring, an agreement on the temporary arrangements for appointment to promoted posts was reached in the JNCT in May 2003. (See Appendix)
2. It was agreed that the temporary arrangements would be reviewed by December 2003.
3. It is considered that the temporary arrangements have served their purpose and that it is now time to revert to the normal methods of appointment to promoted posts ie through open advertisement and letting/appointment on merit.
4. It is agreed that East Renfrewshire will revert to normal methods of appointment with effect from 5 January 2004.

19 November 2003

RESTRUCTURING OF MANAGEMENT POSTS IN SECONDARY SCHOOLS**Temporary Arrangements for the Filling of New Principal Teacher (Pastoral) Posts**

1. The decision to discontinue the posts of Assistant Principal Teacher (Guidance) will place significant demands on the guidance service within Secondary Schools. While it is anticipated that the new Principal Teacher (Pastoral) posts will do much to maintain the quality and level of guidance delivered, there is potential for service disruption if all of the new posts are made available to all substantive APTs (Guidance), APTs (Curriculum) and Senior Teachers within East Renfrewshire.
2. This approach could potentially lead to a substantial transfer of personnel across schools, with an associated increase in the incidence of compulsory transfers thereafter. It would also jeopardise the good working relationships which are already in place between Guidance staff and their pupils within each school. This continuity of relationship is of particular importance to the young people and their parents. It is recognised that, in terms of knowledge, skills and experience, substantive APTs (Guidance) will normally be best placed to undertake the duties of Principal Teacher (Pastoral).
3. It has therefore been agreed that the new Principal Teacher (Pastoral) posts within a school will be available only to substantive Assistant Principal Teachers (Guidance) from within that school. Senior Teachers who have a specific Guidance remit in a particular school will also be considered for PT (Pastoral) posts within the new structure in that school.
4. If the number of new posts available to maintain or enhance the provision within a school is less than the number of APTs/STs (Guidance) who are expressing an interest in becoming a Principal Teacher (Pastoral), interviews of these APTs/STs will take place to identify the new PTs (Pastoral).
5. In schools where the number of posts available equals or exceeds the number of internal Assistant Principal Teachers/STs (Guidance) expressing an interest in a Principal Teacher (Pastoral) post, confirmatory interviews will take place to appraise these APTs/STs as to the professional and management demands associated with the post of Principal Teacher (Pastoral) prior to any offer of a post.
6. Any remaining post(s) will be advertised across East Renfrewshire and will be restricted to APTs/STs(Guidance) who have not become PTs in their own school.
7. Thereafter, any remaining posts will be open to all suitably qualified teachers and advertised across East Renfrewshire.
8. Finally, any remaining posts will be nationally advertised in the usual way.

Temporary Arrangements For the Filling of New Principal Teacher (Curriculum) Posts

1. Any new PT (Curriculum) posts will be open in the first instance to existing APTs/STs (Curriculum) within the school who have appropriate subject leadership experience. If there is a match of posts to internal candidates, then confirmatory interviews will take place to appraise these APTs/STs as to the managerial and professional demands associated with the post of PT (Curriculum) prior to any offer of a post
2. If the posts on offer are of a 'cognate' nature then these will be open to all suitably qualified PTs/APTs/STs (Curriculum) within the school. Appointment will be by competitive interview.
3. If an appointment cannot be made following 1 or 2 above, the post will be advertised across the authority with guaranteed interviews for suitably qualified promoted post holders ie APTs/STs (Curriculum) for subject posts and PTs/APTs/STs (Curriculum) for 'cognate' posts.
4. If an appointment still cannot be made, the post will be advertised nationally in the usual way.

Temporary Arrangements for the Filling of New DHT (Secondary) Posts

1. Since there are likely to be enough DHT posts to accommodate all substantive AHTs, all substantive AHTs will be matched into the posts within each secondary school.
2. If there are more DHT posts in the new structure of a school than substantive post holders, the new posts will be advertised across East Renfrewshire in the first instance.
3. If appointments cannot be made, posts will be advertised in the national press.

RESTRUCTURING OF MANAGEMENT POSTS IN PRIMARY SCHOOLS

Temporary Arrangements for the Filling of new DHT (Primary) Posts

1. Where the number of new DHT posts in a school matches the number of substantive AHTs, substantive AHTs will be matched into DHT posts.
2. Former AHTs for whom no substantive DHT post is available will be offered the following options;
 - a) A guaranteed interview for a vacant DHT post in another school
 - b) Remain in the school as a supernumerary member of the SMT, sharing the management remit with other DHTs. In this case, the supernumerary DHT post will be set against a new PT post and the PT post will remain unfilled.
 - c) Remain in the school on their conserved salary and occupy a substantive PT post
 - d) A guaranteed interview for a PT post in another school
3. Any vacant DHT posts will be advertised within East Renfrewshire in the first instance.
4. Any posts not filled through this exercise will be nationally advertised in the usual way.

Temporary Arrangements for the Filling of New Principal Teacher Posts

1. All new Principal Teacher posts will be advertised within East Renfrewshire and applications restricted to existing senior teachers / former AHTs.
2. The remaining PT posts will be open to all interested teachers within East Renfrewshire.
3. Any remaining posts will be nationally advertised in the usual way.