



Renfrewshire Council Joint Negotiating Committee for Teaching Staff

Education and Leisure Services
Council Headquarters
South Building
Cotton Street
Paisley
Tel: 0141 842 5603
Email: john.rooney@renfrewshire.gov.uk

Teachers' Panel
160 Hollows Avenue
Foxbar
Paisley
PA2 0RE
Tel: 01505 349044
Email: ian@ianmccrone.freemove.co.uk

15 June 2004
Dear Colleague

JNC/8
REVISED MANAGEMENT STRUCTURES IN SCHOOLS: ARRANGEMENTS FOR FILLING PROMOTED POSTS

Renfrewshire Council Joint Negotiating Committee for Teaching staff (JNC) has approved an agreement on arrangements for filling promoted posts established as a result of management re-structuring. The agreement is attached as an Appendix.

Yours faithfully

John Rooney (Education and Leisure Services)
Ian McCrone (Teachers' Panel)

Joint Secretaries

Enc

REVISED MANAGEMENT STRUCTURES IN SCHOOLS - ARRANGEMENTS FOR FILLING PROMOTED POSTS

The following procedure will be used to facilitate the move from existing school promoted post structures to revised promoted post structures. This procedure relates exclusively to the current exercise. Where specific arrangements are required to move to new structures within a particular sector, these are shown separately.

The extant staffing policy dealing with school rationalisation is currently subject to review. It is intended that similar principles to those outlined below will be adopted in the revised policy. The authority will use the moratorium on the requirement to advertise principal teacher posts nationally to facilitate the filling of principal teacher posts if still in force at the time.

Senior Management Teams

Head teachers will automatically match into the head teacher post in their current school.

Depute Head Teacher

Where there is no change to the number of depute head posts on a school's establishment, incumbent depute heads will match into a post in their current school. Where revised school management structures provide for a reduced level of depute head teacher posts, the reduction will be achieved through natural wastage, with current incumbents maintaining their posts until they leave. In cases where there is an increase in the numbers of such posts, these will be advertised nationally.

Where vacancies exist for depute head teacher posts, these will be advertised nationally.

Principal Teachers - Curriculum

- (i) Subject Departments - Where a PT Curriculum is currently responsible for a subject department, and that subject department forms part of the revised promoted post structure with the duties of the post remaining substantially the same, the principal teacher will be matched directly to the PT Curriculum post.

Where there is no incumbent substantive PT expressions of interest will be invited from appropriately qualified former APTs and STs from within the school. If it is still not possible to fill the post in this way the vacancy will be advertised to appropriately qualified displaced principal teachers, former APTs and STs within the authority. Remaining vacancies will be advertised nationally.

- (ii) Faculties - Where a faculty is being established, and where two or more subjects currently managed by principal teachers are affected, expressions of interest will be invited from principal teachers whose subject areas constitute the new faculty with interviews for the PT faculty post being guaranteed. Expressions of interest will, in the first instance, only be accepted from affected principal teachers within the establishment in question. Principal teachers not appointed to the PT faculty post will continue to

undertake their duties as PT curriculum, line managed by a member of the school's senior management team. Where it is not possible to successfully appoint a PT faculty from within the affected group of principal teachers, the faculty will not be established until resourcing becomes available from within the school's staffing budget.

Where such posts are not filled internally (i.e where no interest is expressed from affected PTs or where there are no incumbent substantive PTs in the faculty area), and where the school can make budgetary provision, expressions of interest will be invited from former APTs and STs from within the school. If it is still not possible to fill the post in this way the vacancy will be advertised to appropriately qualified displaced principal teachers, former APTs and STs within the authority. Remaining vacancies will be advertised nationally.

Principal Teacher - Pastoral

Where there is no change to the number of principal teacher - pastoral posts on a school's establishment, incumbent PTs pastoral will match into a post in their current school.

Where revised school management structures provide for a reduced level of such posts, the reduction will be achieved through natural wastage. In cases where there is an increase in the number of such posts, these will be ring-fenced to suitably qualified former APTs and STs within the establishment who will be invited to express an interest in the vacant post(s) with interviews for the post guaranteed. Where it does not prove possible to fill the post from within the school, such vacancies will be advertised to displaced principal teachers - pastoral, appropriately qualified former APTs and STs within the authority. Remaining posts will be advertised nationally.

Principal Teacher - Primary

Where principal teacher posts are established in primary schools, posts will be filled provided there is no supernumerary depute head teacher or supernumerary former assistant head teacher within the establishment. Where there is such a promoted member of staff, the school's structure will not be changed until the conserved DHT/former AHT leaves the establishment.

Where a vacant principal teacher post is to be filled, expressions of interest will, in the first instance, be invited from former senior teachers within the affected establishment or, advertised to former senior teachers within the authority where it has not proven possible to appoint from within the affected establishment. Remaining vacancies will be advertised nationally.

Notes

1. Expressions of interest from promoted staff will be invited in terms of the process above, but will not be required. Those permanent promoted postholders who do not wish to apply for posts within the new structures should continue to hold their current posts and will be entitled to full conservation of salary unless they were appointed after 1 April 2001, in which case, 3 year cash conservation will apply.
2. Under normal circumstances, where a promoted member of staff carries a conserved salary and application is made for a new post, the salary for the post is paid and conservation lapses. However, due to the nature of this major exercise, and uniquely to this exercise, where a promoted member of staff makes application for and gains a post

within their own school, their current conservation status will be maintained. That is, lifetime conservation will be retained by those currently entitled to it.

3. Where a principal teacher is appointed as PT faculty, and other principal teachers in that faculty continue to carry out their duties, salary as faculty principal teacher will be amended to recognise eventual line management arrangements.
4. Interviews for all posts, other than where a matching in arrangement is invoked, will conform to the established procedures set out in standard circular 16.
5. These arrangements will apply until 1 August 2006 or such other date as is specified by mutual agreement.