

Implementation of Changes to Secondary School Management Structures

1. General Principles

Proposals for new promoted structures shall be subject to consultation at school level and reported at LNCT.

New posts will be job-sized in accordance with SNCT handbook.

Any employee who is not successful in securing a promoted post in the new structure will be redeployed to a suitable post in accordance with Clackmannanshire Council's redeployment policy. In these circumstances salary conservation, in accordance with the SNCT Handbook of Conditions of Service, will apply.

2. Organisational Change Process

2.1 It is proposed that where there is a sufficiently close fit between a new post and an existing post, then the holder of the existing post shall have the opportunity of professional dialogue to confirm suitability. In this context, a sufficiently close fit will occur when the following conditions are met:

- The functions and responsibilities of the posts are substantially similar.
- No other employee can be identified as undertaking a directly comparable post within the same school.
- The number of available posts within the school is equal to the number of eligible individuals.
- PT Curriculum only match to PT Curriculum and PT Pupil Support only match to PT Pupil Support.

- 2.2 All decisions as to whether the functions and responsibilities of a new post are similar to those of an existing post shall be subject to discussion with the affected members of staff and the head teacher in the first instance. Staff will have an opportunity to be accompanied at these meetings by their Trade Union representative or another colleague.
- 2.3 In the event that an employee feels they have been treated unfairly through the application of this process, they have the right to raise a grievance in accordance with the agreed local grievance procedures.
- 2.4 If an eligible post holder does not wish to undertake such professional dialogue then they may demit their post and be subject to salary conservation in accordance with the SNCT Handbook of Conditions of Service

3 Ring Fenced Competitive Selection Process

- 3.1 When the number of posts is fewer than the number of eligible individuals, appointment to new posts will be ring fenced to the individual school in the first instance and solely to substantive Principal Teacher Curriculum and Pupil Support postholders within their particular school.
- 3.2 Candidates eligible for ring fenced appointments will be invited to complete an expression of interest form. All candidates meeting the essential criteria, as set out in the person specification, would be invited to selection interview. Selection would be by panel interview.
- 3.3 Promoted teachers who have not demitted and are unsuccessful in obtaining a post will be eligible for an interview for a suitable post in line with Clackmannanshire Council's redeployment policy. In line with SNCT conditions of service, they will be eligible for 3 years salary conservation
- 3.4 Surplus promoted teachers who have been unsuccessful in their own school will be advised of promoted posts in the authority and if they meet the essential criteria for the promoted post will be invited to participate in a selection interview.

Gavin Hunter Joint Secretary (Teachers Side) 

Anne Pearson Joint Secretary (Employers Side) 

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