

ANGUS JOINT NEGOTIATING COMMITTEE FOR TEACHERS

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GS/CB

Dear Colleague

AJNCT/20 JOB SHARE ARRANGEMENTS AND THE 22½ HR/23½ HR PUPIL CONTACT WEEK

The nationally agreed package of pay and conditions of service for Scottish teachers "A Teaching Profession for the 21st Century" included provision for all teachers to have a maximum number of hours per week for pupil contact. Accordingly, the Angus Joint Negotiating Committee for Teachers has considered how job share arrangements should be implemented for Angus Council's teaching staff.

Following discussions, local agreement has been reached on the terms of job share arrangements and these are attached as an **Appendix** to this Circular.

This Agreement was approved by the Angus Joint Negotiating Committee for Teachers at its meeting on 27 September 2004 and subsequently ratified by the Staffing Sub-Committee on 24 February 2005.

Yours sincerely

**CATHERINE A COULL
PHILIP JACKSON**

Joint Secretaries

Enc.

cc Chief Executive
Director of Education
Director of Finance
Personnel Services Manager

JOB SHARE ARRANGEMENTS AND THE 22½ HR/23½ HR PUPIL CONTACT WEEK

1 Background – Job Sharing

- 1.1 Since January 1994 a Job Sharing Scheme for Teaching Staff has been in operation in Angus schools (Angus Council having adopted the 1994 TRC Scheme).
- 1.2 No formal Job Sharing arrangements have been given effect in secondary schools, although a significant number of secondary teachers do have permanent part-time contracts.
- 1.3 In the primary sector, in addition to teachers who have permanent part-time contracts there are currently a number of Job Share arrangements. Although each Job Share has a unique detailed arrangement for timetabling the 2 Job-Share partners, the nett effect is that children in a given class are led by 2 teachers who share responsibility for the class (in almost all cases on a 50 : 50 basis).

2 Background – 22½ Hr/23½ Hr Week

- 2.1 With effect from August 2004 all teachers have been contractually entitled to a maximum 23½ hour pupil contact week. (22½ hours with effect from no earlier than August 2006).
- 2.2 In secondary schools there are well established timetabling and contractual arrangements which have meant no change whatsoever as a result of the 23½ hour maximum pupil contact week, and minimal change after 2006 when the new 22½ hour maximum takes effect.
- 2.3 In primary schools, however, the 23½ hour maximum pupil contact week has heralded significant changes as primary teachers had, until recently, been expected to work with pupils for the whole of the 25 hour pupil week. The 1½ hour discrepancy is being addressed by another teacher taking the class for 1½ hours per week, and for each school's teacher staffing establishment to be appropriately enhanced.

3 Continuity of Education and Fragmentation

- 3.1 Unless any amendments are made, each Job Share partner will continue to be paid precisely 50% of a full-time teacher's salary, with a commitment to a total working week of 17 hours 30 minutes, a maximum of 11 hours 45 minutes of which will be devoted to pupil contact.
- 3.2 Therefore, if no specific steps are taken to amend the current situation, any individual class taught by a Job Share partnership will be taught, in the course of a week, by:

Job Share Partner A	11 hrs 45 mins
Job Share Partner B	11 hrs 45 mins
Teacher C	45 mins
Teacher D (or possibly Teacher C)	45 mins

- 3.3 The fragmentation in curriculum delivery caused by this approach does not appear to be educationally desirable.

4 Alternative Approach

- 4.1 The significant interest from teachers in part-time deployment is now a permanent feature of the service. Deploying teachers on a part-time basis has proved to be an effective and flexible way of delivering education and of retaining high calibre teachers within the profession.
- 4.2 The facility to appoint teachers to permanent part-time posts seems to offer virtually the same advantages as Job Share arrangements. In particular, the changes to deployment now required for primary schools, as a direct result of the introduction of the maximum 23½ hour pupil contact week, mean that the Council may well wish to employ more teachers on part-time contracts.
- 4.3 It is therefore proposed that, in future, rather than set up a Job Share arrangement, any proposal for 2 teachers to share the same primary class should be undertaken on the basis of **each teacher working a 12½ hour pupil contact week (equivalent to a 0.532 (fte) contract** for salary purposes, and for the purposes of calculating a teacher's total working week, and maximum annual commitment to CPD activities). In other words, each such teacher will continue to teach a primary class for precisely half the pupil week, but will be paid slightly more than 0.5 of a full-time teacher's salary in exchange for the slightly longer (18 hours 37 minutes as opposed to 17½ hours) working week and slightly greater maximum annual CPD commitment (also 18 hours 37 minutes as opposed to 17½ hours).
- 4.4 When the 22½ hour maximum pupil contact week becomes effective, teachers in this situation will be asked to continue to undertake 12½ hrs per week of class contact (equivalent to 0.556 (fte)).
- 4.5 Current Job Sharers should be asked if they are willing to have their current contracts amended in the manner outlined above.