

EL&L Circulars

Aberdeenshire Education, Learning & Leisure

Staffing Circular

Ref No. ST2 -- 001

Action: For Action

Category. Staffing

Sub-Category. Conditions of Service

Replaces circular
dated:

Expiry Date:

A C T I O N

Please address Gordon Bulloch/EL&L/Abdnshire
any enquiries to:

Telephone: 01224 664609

Circulation Date: 31/08/2011

Subject: Compulsory Transfer Policy for Unpromoted Teachers

<p>The existing Compulsory Transfer Policy for Unpromoted Teachers, inherited from Grampian Regional Council, has been updated in light of current employment legislation and the need for clarification of certain wording. </p>

<p>The updated policy is attached to this Circular and should be followed with immediate effect. </p>

Distribution: E&R_Rectors_Academies; E&R_HT; Deborah Masson/EL&L/Abdnshire;
Pat Dinwoodie/EL&L/Abdnshire; Jennifer Walker/EL&L/Abdnshire

Date to be 31/08/2011
actioned by:

For information E&R Directorate; EL&L QIO; Glenda Gray/Chief Executive/Abdnshire;
only: Sharon Faulkner/Chief Executive/Abdnshire; Margaret Connon/Chief
Executive/Abdnshire; Pat Flanagan/EL&L/Abdnshire

Attachments:  [compulsory transfer policy.doc](#) 27 (KB)



Excess teaching staff – Transfers

Compulsory Transfer Policy for Unpromoted Teachers

The authority reserves the right to redeploy Unpromoted Teachers where excess staffing exists within an establishment.

Where there is a need for a compulsory transfer, a “volunteer” should be sought first.

The last Teacher into the unbroken service of the authority in the particular primary school or secondary department (**or subject within a Faculty**) will be declared excess and therefore liable to compulsory transfer.

In the event of a “tie” because two or more Teachers entered service with the authority on the same date, then account should be taken of continuous Grampian or Aberdeenshire Teaching Service. If it still remains a tie, drawing of lots will determine who is to be compulsorily transferred.

Payment of additional travelling expenses (in excess of the first £2 per week) is payable for 4 years from the date of transfer.

Except in exceptional circumstances, staff who have been compulsorily transferred will be immune from further compulsory transfer for the same reason for 3 years.

No teacher will be subject to an unreasonable request to transfer and, in determining what is reasonable, due account must be taken of the following factors:

- i. The distance from the Teacher’s home to the school to which it is proposed to transfer.
- ii. Travelling time.
- iii. Travel into or out of Aberdeen City at “peak” times.
- iv. Availability of public transport in relation to the normal school day and collegiate time.
- v. Personal circumstances – access to private transport, it being recognised that ownership of a vehicle is not a requirement of employment unless specifically stated in the original contract of employment.
- vi. Request to return – if a Teacher who has been compulsorily transferred from a school applies for and is appointed to a vacancy which subsequently occurs in that school, such appointment will be on a voluntary basis and the Teacher will forego any remaining elements of protection arising from compulsory transfer.

Policy updated August 2011