

**To LNCT Joint Secretaries**

Dear Colleague

**Questionnaire on Conservation Arrangements****1. Conservation for Promoted Post Holders appointed before 1 April 2001**

Please complete the table below by identifying the number of promoted post holders appointed to a promoted post before 1 April 2001 **and** who were in receipt of a lifetime conserved salary at 31 March 2011 **and** who until 31 March 2016, will continue to receive her/his previous salary and who from 1 April 2016, is projected to then receive the job sized or main grade scale point salary for the post she/he now holds.

<b>Name of Local Authority</b>	
<b>Title of Promoted Post</b>	<b>Number of Promoted Post Holders Affected (if known)</b>
Headteacher (Secondary)	
Headteacher (Primary)	
Depute Headteacher (Secondary)	
Depute Headteacher (Primary)	
Principal Teacher Subject (Secondary)  (Please identify specific subjects if possible)	

Principal Teacher Pastoral (Secondary)	

Please provide any other details which may assist the work of the Review of the LNCTs Working Group:

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**2. Conservation Arrangements**

(a) Has the LNCT discussed, or scheduled discussions on mechanisms to minimise costs relating to Conservation? (Ref. JS/11/26)

Yes  No

**Have you agreed or considered any of the following measures?**

	<b>Agreed</b>	<b>Considered</b>	<b>No Decision</b>
(i) redeployment into a vacant promoted post	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(ii) guaranteed “ring fenced” interviews	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(iii) allocation of “commensurate” duties	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

(iv) access to premature retirement compensation

(v) access to voluntary severance

(vi) other, please indicate \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_

(b) If this has been discussed, what was the outcome of your discussions? Please attach any relevant paperwork.

Comments: \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

(c) If this has not been discussed when do you anticipate discussions will begin?

Date: \_\_\_\_\_

Yours sincerely

Tom Young (Employers' Side)  
Drew Morrice (Teachers' Panel)  
Stephanie Walsh (Scottish Government)

**Joint Secretaries**