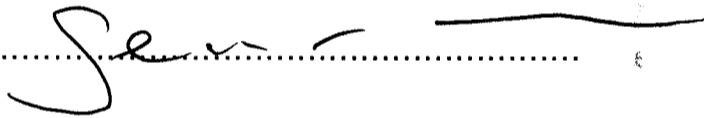


PERTH AND KINROSS COUNCIL
JOINT NEGOTIATING COMMITTEE FOR TEACHING STAFF
LOCAL AGREEMENT

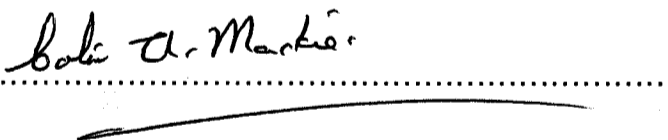
“Acting Up Payments for Promoted Staff”

In terms of the Local Recognition and Procedure Agreement, it is accepted by all signatories acting on behalf of the Council and the recognised unions that this agreement is a binding local agreement effective from 1 October 2003. This supersedes relevant provisions within the National Agreement and constitutes a formal amendment to the terms and conditions of employment for teaching employees within Perth and Kinross Council.

G Waddell, Executive Director (Education & Children's Services), on behalf of
Perth and Kinross Council:

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C Mackie (EIS), on behalf of Teachers' Trade Unions:

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PERTH AND KINROSS COUNCIL

EDUCATION & CHILDREN'S SERVICES COMMITTEE – 1 OCTOBER 2003

ACTING UP PAYMENTS FOR PROMOTED STAFF

REPORT BY THE EXECUTIVE DIRECTOR (EDUCATION AND CHILDREN'S SERVICES)

ABSTRACT

This Report seeks approval for a local agreement in relation to the acting up payments for Principal Teachers, Depute Head Teachers and Head Teachers

1 RECOMMENDATIONS

It is recommended that the Committee:

- i) Approve the payment of acting up allowances as outlined in the enclosed proposals.
- ii) Approve the payment of the new job-sizing salaries for postholders taking up acting posts after 1 August 2003.
- iii) Agree to further review those in an acting-up post prior to 1 August 2003 by no later than June 2004.

2 BACKGROUND

- 2.1 The agreement 'A Teaching Profession for the 21st Century' contained a commitment to size the jobs of all promoted staff in schools (Principal Teachers, Deputes and Head Teachers).
- 2.2 Postholders within Perth & Kinross in the above promoted posts as at September 2002 have now been job-sized and notified of their job-sized salary.
- 2.3 The new job-sized salaries are effective from 1 August 2003 with appropriate safeguards in relation to salary preservation for postholders where specific jobs have been downsized.
- 2.4 Approximately 30 members of staff have been carrying out long term acting-up duties within the prescribed categories of promoted posts which were subject to job-sizing. This has arisen due to a variety of vacancies, secondments, and local management arrangements.
- 2.5 The majority of these acting-up arrangements which have been in place prior to June 2003 are from the secondary sector. These current acting arrangements will be reduced and potentially fully eliminated over the

course of the coming session as posts are filled and secondments come to an end.

- 2.6 The operational impact of strictly implementing the national agreement in relation to new job-sized salaries would have serious implications in relation to the effective management of our schools should we fail to reach a local agreement.
- 2.7 As we progress through school session 2003/04 we also have to give attention to the shape of primary and secondary school management structures which will also result in further adjustments.

3 PROPOSALS

- 3.1 In order to provide a smooth transition into the new job-sized salary scales, it is recommended that postholders in post prior to July 2003 who are required to continue these acting-up arrangements continue to do so on their previous salary arrangements from last session. Conversely those who were awarded a pay rise from August 1 will receive this revised salary.
- 3.2 All new acting-up postholders from 1 August 2003 will receive the salary identified as part of the job-sizing exercise.
- 3.3 The situation regarding these acting-up positions should be kept under review in order that we effectively move on to the new job-sizing scales without having any detrimental effect on the operational efficiency of our schools.

4 RESOURCE IMPLICATIONS

- 4.1 The financial implications of this report will be managed within the overall Education & Children's Services revenue budget.

5 STRATEGIC PRIORITIES

- 5.1 This proposal relates to the strategic priority to provide effective and efficient services which deliver quality and value for money.

6 CONSULTATION

- 6.1 Professional Associations, Head of Human Resources and the Secondary Strategy Group have been fully consulted in the preparation of this Report.

7 CONCLUSION

- 7.1 These proposals, if accepted, provide an interim arrangement that ensures the operational effectiveness of our schools' management structures as we progress on to the new job-sized salary scale.
- 7.2 It is anticipated that the majority of the acting-up positions falling into this interim arrangement will be concluded within this financial year.

GEORGE WADDELL
EXECUTIVE DIRECTOR (EDUCATION & CHILDREN'S SERVICES)

For further information, contact Ian Mason, Lead Officer – Staffing Services ext 6312

BACKGROUND PAPERS

No background papers, as defined by Section 50D of the Local Government (Scotland) Act 1973 (other than any containing confidential or exempt information) were relied on to any material extent in preparing the above report.