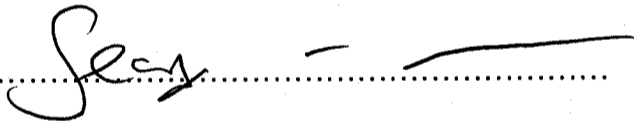


**PERTH AND KINROSS COUNCIL**  
**JOINT NEGOTIATING COMMITTEE FOR TEACHING STAFF**  
**LOCAL AGREEMENT**

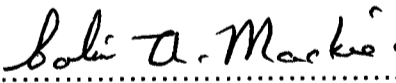
**“Assistant Principal Teacher & Senior Teacher Posts”**

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 13 November 2002. 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:

.....  .....

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

.....  .....



**Joint Negotiating Committee  
for Teaching Staff  
Meeting of 28 October 2002**

**Assistant Principal Teacher  
and  
Senior Teacher Posts  
August 2003**



## **Assistant Principal Teacher And Senior Teacher Posts August 2003**

### **1 Background**

The McCrone Agreement (A Teaching Profession for the 21<sup>st</sup> Century) established a new and simplified Career Structure for teachers. In consequence of this new structure the posts of Assistant Principal Teacher and of Senior Teacher disappear from August 2003. From 1 August 2003 "existing Assistant Principal Teachers and Senior Teachers will, for salary purposes, assimilate to the third point of the Chartered Teacher Scale, which is equivalent to the first pay point on the Principal Teacher pay range. Until 1 August 2003 all Assistant Principal Teachers and Senior Teachers will continue to perform their existing duties."

On 2 July 2002 the Scottish Negotiating Committee for Teachers issued SNCT/14 (appendix) which gives agreed advice to local Councils regarding the positions of APTs and STs. SNCT/14 includes two options. The post holders would either

- i) become substantive Principal Teachers and their post would be subject to the new job sizing process. The context for consideration of this option will be each Council's assessment of the level of need for PT posts to maintain or improve delivery of the education service  
or
- ii) relinquish their APT or ST post, assume the role of teacher and be eligible for further progression on the Chartered Teacher scale. As such their duties would be the duties outlined in Annex B of the Agreement for Teacher/Chartered Teacher.

Councils were required to seek agreement with the post holders involved on these options and to take account of career preferences.

It should be noted that existing legislation will be amended for a period of one year to allow APTs to be redesignated as PTs without these posts being subject to the normal appointments procedures - the identical situation applied for the conversion of AHT posts to those of DHT.

## 2 Assistant Principal Teachers

A review group was set up in April 2002 within Perth and Kinross to examine the options outlined above and to consider the implications for schools and the delivery of education of the disappearance of the post of APT. This group comprised representatives of the professional associations, three secondary head teachers and a Schools Service manager (Secondary). A survey was conducted of all existing substantive APTs to ask post holders for an initial indication of preference between the options noted above. The survey suggested that the majority of post holders would prefer to continue with their existing responsibilities. A small minority wished to relinquish their current responsibilities and an equal number, at the time of the survey, was undecided.

The review group was unanimous in its view that the large number of management tasks currently undertaken will continue to be expected within schools. These responsibilities cannot be met by the smaller number of post holders from Principal Teacher upwards after August 2003. It was therefore the agreed view that those APTs who wished to continue with their present remits should be allowed to do so and should accordingly be redesignated as Principal Teachers. There is no initial cost implication in such an arrangement since the first pay point on the Principal Teacher range is the same as the third pay point on the Chartered Teacher scale. These new Principal Teachers would be job-sized as part of the national exercise on the basis of the remits carried out in September 2002. Substantial changes in remits thereafter would lead to the possibility of the post being re-sized. It should however be noted that an APT opting to relinquish his or her duties and move to the Chartered Teacher scale might choose to seek progression on that scale which would lead to an increased salary being paid.

It was noted by the review group that the range of Teacher Duties included in Annex B of the McCrone Agreement includes "developing the school curriculum" and "providing advice and guidance to pupils on issues related to their education". It was accepted however that such duties and the overall context of the Agreement do not permit any expectation that the administrative and management duties currently carried out by APTs can be undertaken by staff who have indicated a preference for relinquishing such duties.

There will be a number of current APTs who will wish to relinquish their current duties. This will present a problem in the schools and in the departments involved. It is essential that the scale and nature of these problems be identified as soon as possible to allow schools to consider possible strategies for dealing with the shortfall in staff available. School timetables for session 2003/2004 need to be constructed and school management need to take into account the staffing implications of changes - both in terms of the possibility of there being fewer promoted staff within a department and of APTs who have relinquished duties having more time available for subject teaching than previously.

For this reason it is now imperative that current APTs be asked for a more definitive statement of preference regarding their individual futures in terms of

the two options available. These staff will require to provide this statement on the basis of current available knowledge and should be encouraged to discuss their individual positions with their head teachers and with their professional associations as appropriate.

Once the position within schools has become clearer Head Teachers will be asked to examine a range of possible options for addressing shortfalls in promoted staffing within departments. This will be the subject of further detailed advice and guidance to schools which will be issued as soon as possible.

Following the completion of the options exercise, should the number of Principal Teachers increase, this will not result in a permanent increase in the PT establishment in a school. As PT posts fall vacant the Council and schools will examine options as appropriate.

### **3 Senior Teachers: Secondary**

SNCT/14 applies also to Senior Teachers. The review group did not give any consideration to the post of Senior Teacher post August 2003. STs were appointed within schools using criteria which were not and were never intended to be managerial in nature. STs were expected to be good classroom practitioners and should not be part of a school's management structure. Duties carried out by Senior Teachers in secondary schools will, or should be, comparatively light. It is therefore not considered appropriate to offer the option of transfer of STs to the post of Principal Teacher. Any other solution would increase to an unacceptable level the number of PTs in schools and would do so beyond "the Council's assessment of the level of need for PT posts" (SNCT/14). Any current duties carried out should be capable of being absorbed into the remits of existing promoted staff.

### **4 Senior Teachers: Primary**

The post of Senior Teacher in Primary schools will also disappear in August 2003. The SNCT is to give consideration to the introduction of Principal Teacher posts in the primary sector. At present there is a lack of clarity regarding how such new posts will be funded and how many such posts can be created. It is clear that these posts will carry the range of responsibilities included in Annex B of the McCrone Agreement.

For the reasons given above it is not considered appropriate that Senior Teachers in Primary schools should automatically be converted to PT status. When it is clear how many posts will be available and in which schools, these posts will be advertised in the normal way. Current Senior Teachers will, of course, be able to apply for PT posts.

## 5 Next Steps

The Joint Negotiating Committee is asked to approve:

- 1 That APT's in secondary schools be given the option of becoming substantive Principal Teachers or assimilating on to the Chartered Teacher scale from August 2003.
- 2 That a final survey of APTs is carried out to finalise options and quantify numbers in each school.
- 3 That senior teachers primary and secondary assimilate to the Chartered Teacher scale from August 2003.
- 4 That a further report is presented to the December meeting of the JNC.

# Scottish Negotiating Committee for Teachers

COSLA  
Rosebery House  
9 Haymarket Terrace  
Edinburgh  
EH12 5XZ  
Tel: 0131 474 9200  
Fax: 0131 474 9292  
Email: dan@cosla.gov.uk

Teachers' Panel  
46 Moray Place  
Edinburgh  
EH3 6BH  
Tel: 0131 225 6244  
Fax: 0131 220 3151  
Email: kwimbor@eis.org.uk

Scottish Executive  
Education Department  
Teachers & Schools Division  
2-A North  
Victoria Quay  
Edinburgh  
EH6 6QQ  
Tel: 0131 244 0230  
Fax: 0131 244 0957  
Email: john.swift@scotland.gsi.gov.uk

2 July 2002

Dear Sir/Madam

## SNCT/14 THE POSITION OF ASSISTANT PRINCIPAL TEACHERS AND SENIOR TEACHERS AT AUGUST 2003

The Scottish Negotiating Committee for Teachers (SNCT) has agreed the following advice regarding the positions of APTs and STs at 1 August 2003:-

1. All APT and ST posts will cease to exist from 1 August 2003. Postholders will assimilate for salary purposes to a common point on the Chartered Teacher/Principal Teacher scales. Prior to 1 August 2003 each authority will seek to reach agreement with the postholders involved that either:
  - i) they would become substantive Principal Teachers and their posts would be subject to the new job sizing process. The context for consideration of this option will be each Council's assessment of the level of need for PT posts to maintain or improve delivery of the education service; or
  - ii) they would relinquish their APT or ST post, assume the role of teacher and be eligible for further progression on the Chartered Teacher scale. As such their duties would be the duties outlined in Annex B of the Agreement for Teacher/Chartered Teacher.
2. In the process of seeking agreement with the postholders involved on the options above, Councils shall take account of the career preferences of these individuals.
3. In the meantime and until 1 August 2003 all Assistant Principal Teachers and Senior Teachers should continue to perform their existing duties.

Yours faithfully

Dan Brown (Employers' Side)  
Ken Wimbor (Teachers' Panel)  
John Swift (Scottish Executive)

### Joint Secretaries

To: Chief Executives  
Directors of Education  
Directors of Personnel  
c.c. Directors of Finance

SNCT-14