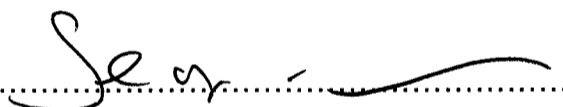


PERTH AND KINROSS COUNCIL
JOINT NEGOTIATING COMMITTEE FOR TEACHING STAFF
LOCAL AGREEMENT

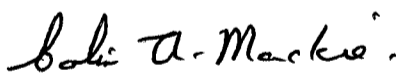
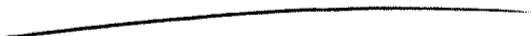
“CPD Framework for Educational Psychologists”

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 15 January 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

Joint Negotiating Committee for Teaching Staff - 12 December 2002

CPD FRAMEWORK FOR EDUCATIONAL PSYCHOLOGISTS

REPORT BY THE DIRECTOR OF EDUCATION AND CHILDREN'S SERVICES

ABSTRACT

This report outlines the local agreement in relation to the requirements of SNCT/16 and the new Conditions of Service for Psychologists.

1 RECOMMENDATIONS

It is recommended that the Joint Negotiating Committee:

- i) Approve the framework of CPD for Educational Psychologists.
- ii) Agree that further guidance be issued to Educational Psychologists following a pilot period and further national guidance.

2 BACKGROUND

In July 2002 the SNCT reached agreement on pay increases to Educational Psychologists. It was also agreed that from August 2002 an additional contractual 35 hours of continuing professional development (CPD) be introduced as a maximum for Psychologists. Local negotiations have produced a framework for the implementation of the additional CPD time using a similar framework to the agreements reached on behalf of Teachers and Music Instructors.

3 PROPOSALS

SNCT/16 set out the following changes to conditions of service for Psychologists:

- i) An additional contractual 35 hours of CPD per annum will be introduced as a maximum for Psychologists. This shall consist of an appropriate balance of personal, professional development, attendance at national accredited courses or other CPD activity. This balance will be based on an assessment of individual need taking account of local and national priorities and shall be carried out at an appropriate time and place.
- ii) Every Psychologist will have an annual CPD plan agreed with his/her immediate manager and will be required to maintain an individual CPD record.
- iii) Psychologists will work towards this additional 35 hours but not be expected to meet the full commitment until August 2003.

4 RESOURCE IMPLICATIONS

There are no resource implications arising from this report.

5 STRATEGIC PRIORITIES

This report promotes the Corporate Plan's Strategic Priority to provide effective and efficient services which deliver quality and value for money.

6 CONSULTATION

The Director of Human Resources has been consulted in the preparation of this report.

7 CONCLUSION

The JNC is asked to approve the contents outlined in the enclosed CPD Framework Paper.

GEORGE WADDELL
DIRECTOR OF EDUCATION AND CHILDREN'S SERVICES

For further information, contact Ian Mason, Service Manager - Staffing, 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.



Perth & Kinross Council Educational Psychology Service CPD Framework for Psychologists

National Context

1. The Currie Review of Educational Psychology Services in Scotland (Feb 2002) recommended that
"A framework for the continuing professional development of psychologists should be developed, similar in principle to the CPD framework being developed by teachers in Scotland. Consideration should be given to accreditation of the framework by the BPS."

In addition the review recommended that
"Each psychologist should have an individual CPD plan derived from the Council's local improvement plan, the service development plan, the outcomes of staff review and the individual's career aspirations."

2. A national CPD working group for Educational Psychology in the UK was set up in 1999 and reported in 2000, ('Professional Educational Psychology : Towards a National Framework for CPD'). This report recommended that a minimum of 12 days annually be set aside for CPD activities. The Currie Review described the 12 day allocation as "reasonable".
3. The British Psychological Society, which charters educational psychologists is currently reviewing the CPD requirements for psychologists. At present, in order to retain chartered status as a practising psychologist, a minimum of 40 hours per year is demanded from all fulltime psychologists.
4. The SNCT agreement on Salaries and Conditions of Service for psychologists (SNCT/16 July 2002) stated that "an additional contractual 35 hours of CPD per annum will be introduced as a maximum for psychologists. This shall consist of an appropriate balance of personal, professional development, attendance at nationally accredited course or other CPD activity." The agreement also stated that "every psychologist will have an annual CPD plan agreed with his/her immediate manager and will be required to maintain an individual CPD record."

Local Context

In the light of the above, the following local framework for CPD is designed to ensure that Perth & Kinross psychologists achieve an appropriate level and balance of CPD.

1. The psychology service recognises that continuing professional development is both an entitlement and an obligation. It is vital that psychologists continue to develop their skills and knowledge base. Professional development is not an optional bolt on, but is integral to delivering an up to date service. Perth & Kinross psychologists should therefore be meeting the minimum 12 days CPD recommendation of the above review bodies.
2. Within Perth & Kinross psychology service, 3 days per annum are set aside for whole service professional development, agreed by all staff in the light of service and whole authority priorities. A further 3 days per annum are allocated to service planning and other relevant matters as determined by the Principal Psychologist.
3. Individual psychologist's CPD targets are reviewed through their annual staff review and development meeting. Psychologists are encouraged to look for opportunities to meet their CPD targets through a combination of professional activities. This might include some of the following activities:
 - (i) Professional reading of psychological journals/books
 - (ii) Development of professional networks with other psychologists both within and outwith the authority e.g. participation in the national Professional Development Programme; Language and Communication national network; Visual and hearing impairment national network.
 - (iii) Involvement in multi agency professional networks both within and outwith the authority e.g Family Change Project Interest group; ADHD forum; autistic spectrum strategy group, solution focused therapy support group etc
 - (iv) Attendance at courses/conferences/training meetings organised locally or nationally.
 - (v) Preparation of materials and content, for delivery of INSET to other professionals.
 - (vi) Small scale research and development projects e.g. devising a means of sampling clients' views on service delivery; exploring the factors behind differential exclusion rates; developing an assessment framework for pupils with behavioural difficulties.

(vii) Collaborative work with other members of staff e.g work on developing practice guidelines in relevant areas.

4. All psychologists are required to list their CPD activities, using the Perth & Kinross CPD planning folder. These will be monitored and reviewed through the SRD meeting with their immediate line manager to ensure that there is an appropriate balance of CPD activities. The additional 35 CPD hours agreed within the SNCT in July 2002 will be recorded within this format.
Each psychologist's CPD plan will be agreed with the Principal Psychologist.
5. All psychologists are expected to disseminate information derived from courses and conferences to the rest of the service. This can be done through a team meeting, an INSET day, or in writing.

The above framework will be reviewed in the light of further guidance on CPD coming from the SNCT and other relevant bodies such as the BPS.