



Renfrewshire
Council

Renfrewshire Council Joint Negotiating Committee for Teaching Staff

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8 May 2007
Dear Colleague

**JNC 12 (AMENDED)
SCHOOL STAFFING RATIONALISATION POLICY**

Please find attached an agreed amendment to JNC 12, Annex 2 to be used for the appointment of promoted staff to amalgamating primary schools.

I also attach JNC 12 and Addendum for your information.

Yours faithfully

David Marshall (Corporate Services)
Ian McCrone (Teachers' Panel)
Joint Secretaries

Renfrewshire Joint Negotiating Committee for Teachers

To: Renfrewshire Joint Negotiating Committee for Teachers

On: 13 March 2007

**Joint Report by
Joint Secretary (Teachers' Side) and Acting Senior Adviser (Resources)**

Amendment to JNC/12 School Staffing Rationalisation Policy

1. Summary

- 1.1 When JNC/12 was agreed in February 2006 work on developing Annex 2 'Procedures for the Appointment of Promoted Posts in Primary Schools' had still to be concluded.
- 1.2 The attached appendix was developed by the JNC 'Conditions of Service' sub-committee and sets out procedures for the appointment of promoted staff to amalgamating primary schools which are consistent with the procedures agreed for amalgamating secondary schools.

2. Recommendation

- 2.1 The JNC is asked to agree that the attached appendix is added to JNC/12 as 'Annex 2' and used for the appointment of promoted staff to amalgamating primary schools.

Procedure for the Appointment of Promoted Posts in Amalgamating Primary Schools

1. The procedures for filling certain promoted posts are laid down in the School Boards (Scotland) Act 1988 and the Self Governing Schools etc Act 1989 as amended. The need to nationally advertise principal teacher (PT) posts is currently held in abeyance and arrangements for filling promoted posts established as a result of management re-structuring are covered by JNC/8 until such time as the JNC reviews this or legislation changes.
2. In June 2004 Renfrewshire Joint Negotiating Committee for Teachers agreed JNC/8, which states;

It is intended that similar principles to those outlined below will be adopted in the revised policy. The authority will use the moratorium on the requirement to advertise principal teacher posts nationally to facilitate the filling of principal teacher posts if still in force at the time.

This annex is the agreed application of the principles contained in JNC/8 to an amalgamation of primary schools.

3. Head Teacher and Depute Head Teacher posts

Head teacher and depute head teacher posts will be advertised nationally.

4. Principal Teachers

- 4.1 Where the number of PT posts in the amalgamated school is greater than or equal to the total number of substantive PTs from the amalgamating schools the PTs from the amalgamating schools will be matched directly to the posts in the amalgamated school (see note 2). Any remaining PT posts will be filled in the usual manner.

- 4.2 Where the number of PT posts in the amalgamated school is less than the total number of substantive PTs from the amalgamated schools, each PT post will be filled by a substantive PT from the amalgamating schools.

Expressions of interest for the available post(s) will be invited from substantive PTs in the amalgamating schools.

- 4.2.1 Where the number of expressions of interest is greater than the number of posts, each interested PT will be interviewed. A PT who is not appointed will fulfil the duties of a maingrade teacher with the conservation of salary (see notes 2 and 3).

4.2.2 Where fewer PTs than the the total number of PT posts in the amalgamated school express an interest, those PTs expressing an interest will be matched into posts and the remaining PT posts filled from the available candidates following discussion with the headteacher (see notes 2 and 3).

Notes

1. Under normal circumstances, where a principal teacher carries a conserved salary and application is made for a new post, the salary for the post is paid and conservation lapses. However, due to the nature of this major exercise, and uniquely to this exercise, where a principal teacher makes application for and gains a post within the amalgamated school, their current conservation status will be maintained. That is, lifetime conservation will be retained by those currently entitled to it. (see Scheme of Salaries and Conditions of Service section 6.3). (This does not apply to postholders appointed following national advert)
2. Principal teachers who match into a promoted post will maintain their current conservation entitlement. As per note 1 above, lifetime conservation will be retained by those currently entitled to it.
3. Permanent promoted postholders who cease to hold a promoted post in the amalgamated school will be entitled to full conservation of salary (see Scheme of Salaries and Conditions of Service section 6.3) unless they were appointed after 1 April 2001, in which case, 3 year cash conservation will apply.
4. Where a principal teacher vacancy arises between the date of appointment using the procedures in this appendix and the date of the amalgamated school opening, the appointment process will be repeated using these procedures.