

Management Structures

Frequently Asked Questions

Q1 How will the new structures in schools be put in place?

The new structures will be put in place in schools according to the approved structure for each school. For the foreseeable future, appointments will be made in line with the approved structure as and when a vacancy arises that allows the change to take place. There will be an agreed implementation strategy for the approved structure

Q2 If a “single subject” faculty is formed and I am the Principal Teacher in that subject, will I automatically retain the post without interview?

Under the above circumstances the Principal Teacher will be matched to the post without interview and with their current conservation status.

Q3 As an existing PT, if I am the only applicant for a PT faculty post will I have to be interviewed?

Authority policy requires that all applicants must be interviewed to ensure that they meet the essential criteria for the post requiring to be filled. Where an existing PT is the only applicant for a PT faculty post, a leet of one can be formed but an interview will be required prior to any appointment being made.

Q4 Can I apply for posts in other schools?

Posts will initially be advertised and ring fenced to existing PTs within the school in the faculty grouping agreed by the school's structure. In the event of no applicants or no appointment being made, an open advert will be placed and a subsequent appointment made in accordance with Aberdeenshire's Recruitment and Selection Policy.

Q5 Will applications only be accepted thereafter from existing Principal Teachers?

No, any teacher can apply. The advert will state the subjects to be included in the faculty. Applicants must be qualified in one of the subjects named.

Q6 In what circumstances could the appointment of a PT Faculty result in compulsory transfer?

In the event of an external appointment of a PT Faculty, it is possible that excess could be created in one of the subject areas within the faculty. In such a circumstance, the Change Fund will be used to pay for the excess within the school for the remainder of the session in which the appointment is made and for a full session thereafter. If the school remains in excess after that period of time, the Authority's policy in relation to Compulsory Transfer will come into effect. It should be noted that promoted postholders are not subject to this policy.

Q7 If I am currently on a conserved salary and I am successful in my application for a PT faculty post will I retain conservation rights?

No. A PT Subject who succeeds in obtaining a PT Faculty post will lose his/her conservation rights as they relate to their previous post.

Q8 If I am successful in my application for a PT Faculty post what will my conservation rights be?

All new appointments post 1 April 2001 are subject to three years' cash conservation.

Q9 If I am currently on a conserved salary and I do not wish to apply for, or I am unsuccessful in obtaining, a PT faculty post will I be subject to resizing (now or in the future)?

A PT Subject who decides not to apply, or is unsuccessful in an application, for a PT Faculty post will retain lifetime or cash conservation as determined by the McCrone job-sizing exercise in June 2003. PTs Subject operating within a faculty will not be re-job-sized whilst the post-holder remains in post.

NB As part of 2011 agreement on jobs and conditions, lifetime conservation was ended. Those who had lifetime conservation had cash conservation until 31st March 2016

Q10 Will a PT who is not the Faculty PT be expected to continue doing much the same job?

The PT subject will retain the post and will continue to do his/her subject based management duties e.g. curriculum. Line management and QA duties will be the responsibility of the PT Faculty.

Q11 What management time is available for the PT Faculty?

The Implementation Guidelines build in management time based on the job-sizing point allocated with the post. For the first time, management time has been made explicit and every effort will be made to ensure that staffing will be made available in order to address this issue.

Q12 Will these changes in school structures result in people being made redundant?

It is not intended to instigate any actions in respect of redundancy as part of this process.

Questions 9 and 10 above detail protection arrangements for PTs and clarify requirements with regard to role/remit. Similarly question 6 outlines arrangements for staffing excess. Aberdeenshire Council normally has vacancies for Teachers and has always been able to redeploy Teachers in Compulsory Transfer situation.

Individual employees may have certain rights under employment legislation should their circumstances change significantly and this can be clarified on an individual basis if any situation may arise.

The Implementation Group acknowledge that there are many other questions being asked by staff. These are also under consideration both by the Implementation Group and by the Authority and include the following:

- **What training will be given to Principal Teachers Faculty to assist them in the conduct of their remits?**
- **As a classroom teacher how will I gain the skills to get one of the new promoted posts?**
- **How will subject teachers be supported in the new structure?**
- **How will the Authority support curriculum change in the new structure?**
- **How will Health and Safety issues be addressed under the new management structures?**

It is our intention to address the above questions and any others that arise as the implementation proceeds.

