

Report of the SNCT Job-Sizing Review Group 16 March 2021

A meeting of the SNCT Job-Sizing Review Group took place on 16 March 2021. The meeting was chaired by Des Morris, Joint Chair, SNCT Teachers' Side. The main actions items are noted below for the full SNCT.

1. Remit of the group

The group considered the remit which had been approved by the SNCT and circulated in advance of the meeting. The Chair advised that, in line with the other working groups established by the SNCT, any final report containing recommendations would be referred back to the SNCT for consideration.

2. Key issues for the group

The remit of the Job Sizing Review Group is to review the ten key issues below which required to be reviewed and to make recommendations to the SNCT on improvements to the scheme.

- Extended remits in primaries and extension of nursery hours
- Faculties in secondaries
- Joint Headships
- Management time
- Guidance Posts/Pastoral Support roles
- Nomenclature and application
- Early years/early learning and childcare/nursery/ASN provision
- Free meal entitlement
- Pupil Equity Funding
- Salary differentials.

3. Next steps/action points

The group agreed that information and statistics on job-sized posts across Scotland should be collected. It was further agreed that the collection and co-ordination of this exercise should be undertaken by the Joint Secretaries. The sources of the information and statistics would be councils with supplementary data being provided by Scottish Government. As councils are currently prioritising work related to the COVID-19 pandemic, this information will be requested from councils over the summer months.

The Joint Secretaries agreed to request the following information from councils.

- The number of Faculties operating within each council.
- The average score for Faculty Heads..
- The number and range of scores for Faculty Heads.
- The actual number of Faculty Head posts which scored more than 196 (the maximum job-sizing point for Principal Teacher scale point 8).
- The average score for Principal Teacher (Subject).
- The number and range of scores for Principal Teacher (Subject).
- The average score for Principal Teacher (Guidance/Pastoral).
- The number and range of scores for Principal Teacher (Guidance/Pastoral).
- Information on any rules or procedures followed local for scoring Principal Teacher (Guidance/Pastoral) posts.
- The average score for Depute Headteachers..
- The number and range of scores for Depute Headteachers.
- The average score for Headteachers.
- The number and range of scores for Headteachers.
- The number Multi-Establishment Headteachers within each council.
- The average score for Multi-Establishment Headteachers.
- The number and range of scores for Multi-Establishment Headteachers.
- Information on pay differentials.
- Information on the range of budgets managed and the scores attributed to postholders.

Yours sincerely

Simon Cameron (Employers' Side)

Louise Wilson (Teachers' Panel)

Stephanie Walsh (Scottish Government)

Joint Secretaries