

Scottish Negotiating Committee for Teachers

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Dear Colleague

Non School Based "Promoted Posts"

The Joint Secretaries have been asked to provide advice on "promoted posts" where the post holder does not work in a school situation and where the use of the job sizing toolkit would therefore be inappropriate to assess the post. In some circumstances the title of the post may not be a title covered by the 2001 National Agreement but there may be a contractual analogue to posts identified in the Agreement or in the Scheme of Salaries and Conditions of Service.

Such posts would include, for example, learning support co-ordinators and network managers.

The Joint Secretaries would offer the following advice:

- (a) A management decision should be taken to assess the job by benchmarking rather than by applying the toolkit inappropriately.
- (b) Benchmarking should, where possible, follow the general principles established in the toolkit, by examining responsibilities carried such as staff management, financial management and working with others and making reference to job sized posts of similar status. In gathering evidence on which to make comparisons councils should liaise with job sizing co-ordinators.
- (c) When the benchmarking exercise has been completed the Council will determine the salary point ensuring that it is appropriate on a "felt fair" basis.

Yours sincerely

Lynne Dickson (Employers' Side)
Drew Morrice (Teachers' Panel)
Stephanie Walsh (Scottish Executive)

Joint Secretaries

To: Chief Executives
Directors of Education
Directors of Personnel