

EAST RENFREWSHIRE LNCT AGREEMENT

CESSATION OF PT POSTS IN SECONDARY SCHOOLS
DUE TO THE IMPLEMENTATION OF 'STRUCTURES FOR LEARNING'

November 2005

EAST RENFREWSHIRE COUNCIL: EDUCATION DEPARTMENT

CESSATION OF PT POSTS IN SECONDARY SCHOOLS DUE TO THE IMPLEMENTATION OF 'STRUCTURES FOR LEARNING'

1. This agreement relates to the situation where a PT post ceases as a result of management restructuring in secondary schools.
2. An individual who holds such a post must receive clarification about their position following the restructuring. Throughout the process, the council, through the head teacher, will maintain ongoing dialogue with the post holder. The process requires to be managed with sensitivity, and managers must have regard to the circumstances of, and potential effects on staff affected. Every effort will be made to reach a satisfactory outcome for all concerned, and the eventual deployment of the member of staff will take account of their skills and experience. Individual teachers should also assist in finding constructive solutions and being proactive in progressing their career.
3. Where a Principal Teacher (Curriculum) post is created that subsumes two or more individual subject areas, existing Principal Teachers (Subject) in the cognate area in the school concerned will have the opportunity to apply for the post.
4. Where a PT (Subject) is unsuccessful in obtaining a PT (Curriculum) post, or does not wish to apply for such a post, the head teacher will meet with the supernumerary PT. A range of options may be considered, and every effort will be made to reach agreement with the affected member of staff. The following are examples of potential options.
 - (a) The supernumerary PT remains on his/her conserved salary for the appropriate period and carries out the duties of a main grade teacher;
 - (b) The supernumerary PT agrees to continue with appropriate aspects of their former post;
 - (c) Relocation to another post within the same grade as the post vacated;
 - (d) Temporary relocation to another post for an agreed period of time with the intention of redeployment or appointment into a permanent vacancy. This could include authority level posts as well as long term vacancies in schools;
 - (e) Premature retirement compensation ;*

(f) Voluntary severance *

* Options (e) and (f) will be dependent on the cost to the Authority

5. If a mutually satisfactory outcome cannot be reached, a referral may be made by either party to the Joint Secretaries of the LNCT for mediation.

LNCT
16 November 2005