

**ABERDEEN CITY COUNCIL  
LEARNING & LEISURE SERVICES**

**AGREEMENT ON PAY AND CONDITIONS FOR MUSIC  
INSTRUCTORS IN ABERDEEN CITY MUSIC CENTRE**

**Background**

Following a review of the pay and conditions applicable to music instructors employed within the Authority Music Centre, a set of proposals was developed to address the anomalies between the payment of full time and part time staff. These proposals were also to ensure that Circular SNCT/11 issued by the Scottish Negotiating Committee for Teachers was fully implemented.

**The Agreement**

In order to ensure a fair and consistent approach is adopted for all music instructors it has been agreed that:

- (1) The requirement for permanent full time staff to undertake Music Centre duties is removed and therefore there is no longer an entitlement to an enhanced rate of pay ie. less 4%. All staff on less 4% will be placed on the nationally agreed salary scale ie. less 7.5%.
- (2a) Any hours worked by music instructors at the Music Centre will be paid on the basis of the maximum scale point within the nationally agreed salary scale ie. scale point 6.
- (2b) Any hours worked by senior music instructors at the Music Centre will be paid on the basis of the 3<sup>rd</sup> Point of the Chartered Teacher's Scale.
- (3) All staff who currently undertake 52 hours of Music Centre duties per school year will be offered these hours in order to ensure that they are not financially disadvantaged.
- (4) Payment for Music Centre duties will be superannuable and staff who are absent due to illness will be entitled to sick pay.
- (5) Revised contractual documentation will be issued to all music instructors in order to reflect this Agreement and Circular SNCT/11.

- (6) The implementation date will be 1<sup>st</sup> November 2003.
- (7) The Authority recognises that many music instructors see a strong and valuable link between their work as music instructors and the activities of the Music Centre. The Authority shares the view that this relationship is a valuable one and therefore undertakes to ensure that new staff entering the service will as far as possible, have every opportunity to participate in the work of the Music Centre.

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On behalf of Aberdeen City Council      Date

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Teachers Side Representative      Date

## SENIOR INSTRUCTORS' JOB DESCRIPTION

- 1. Reporting Arrangements** Responsible directly to the Music Co-ordinator.
- 2. Job Purpose** To take a leading role in the Instrumental Music Service within their own subject area.
- 3. Duties**

To provide music instruction and help with the administration and organisation of the Music Service.

To provide support and advice for probationer instructors in relation to curricular policy and practice, methodology, instrumental service procedures/policies, and professional development.

To provide support for colleagues in relation to curriculum policy and practice, instrumental service policies and procedures and professional development.

To direct/conduct ensembles, bands, orchestras as required.

To assist in the development of the Instrumental Music Service and the Music Centre.
- 4. Supervisory Duties**

To supervise Music Centre activities in the absence of the Music Co-ordinator.

To assist with the repair and purchase of instruments.
- 5. Curricular Duties** To assist, where appropriate, on In Service days.
- 6. Time Allocation** A total of 10 days per annum non-pupil contact time will be allocated to perform the above duties.