

TAYSIDE REGIONAL COUNCIL EDUCATION COMMITTEE

Local Agreements : Job-sharing Scheme for Teaching Staff [Nov. 1995]

TAYSIDE REGIONAL COUNCIL
EDUCATION COMMITTEE - 14 NOVEMBER 1995 - ITEM 10
MOTION : **JOB SHARING SCHEME FOR TEACHERS**

A copy of a report evaluating the Job Sharing Scheme for Teachers which was submitted to the JCC at its meeting on 7 November 1995 is attached with this motion. In light of the evaluation of the existing scheme as described in the - report and of the subsequent discussion which took place during the meeting of the JCC 1 move that the following changes are made to the Job Sharing Scheme for Teachers with effect from 1 January 1996.

1 Subject to the exigencies of the service, the Job Sharing Scheme will apply to all teaching posts, both promoted and unpromoted.

2 The Scheme shall be revised to specifically include Music Instructors among the categories of staff to whom the Scheme applies.

3 Where there is a possibility that a post may not be considered suitable for job sharers because of the exigencies of the service, the head of establishment will have the opportunity to make an initial recommendation to the Director of Education. The decision as to whether the post will or will not be considered suitable for job sharing will be taken by the Director of Education.

4 When normal advertising procedures fail to identify a suitable sharer, the applicant shall have the option of withdrawing the application or having it retained pending readvertisement. A maximum of three attempts will be made through advertisement, with review of the situation after one year.

REPORT TO THE JCC

JOB SHARING SCHEME FOR TEACHING STAFF

ABSTRACT

This report reviews the Job Sharing Scheme for Teaching Staff and evaluates the operation of the Scheme to date.

1 INTRODUCTION

1.1 At its meeting on 16 November 1993 the Education Committee approved Report No 1777/93 setting out a Job Sharing Scheme for Teaching Staff and instructed the Director of Education to review the Scheme and bring forward a further report. 1.2 The Job Sharing Scheme for Teaching Staff has operated from January 1994, and this report evaluates the operation of the Scheme to date. The Scheme has also been the subject of discussion with Head Teachers and of consultation within the JCC.

2 EVALUATION OF THE JOB SHARING SCHEME

2.1 Information about the number of applications for job share and the number of posts filled under the Job Share Scheme is attached as an Appendix to this report. The numbers involved are small with 35 requests from- full-time members of staff in primary, special and secondary schools to job share and 16 posts filled on a job share basis to date.

2.2 The actual content of the Job Sharing Scheme appears to be generally satisfactory, and in operation few difficulties have arisen. The original Scheme stated that in principle it would apply, subject to the exigencies of the service, to all existing and prospective employees in both unpromoted and promoted posts. In its first year of operation, however, it was restricted to posts in schools up to Principal Teacher. It was stated in Report No 1777/93 that the intention thereafter would be to extend the scheme in light of the outcome of the review.

2.3 The general consensus with the Teachers Unions is that although there has been little uptake of the Scheme to date, the Scheme itself is proving successful, and has laid the basis for further development and provided an opportunity for teachers who do wish to work on a job share basis to do so

2.4 It is recognised that whether for teaching or non-teaching jobs, some Head Teachers are anxious about the prospect of a job-sharing arrangement in their school, but it is considered fair that job share should be an option unless Head Teachers can produce valid reasons relating to the circumstances in their school against it being available with regard to a particular post. The Scheme states clearly that job share will only operate subject to the exigencies of the service.

2.5 One area of interest when the Scheme was first implemented was with regard to "takeover" arrangements by one member of the job--sharing arrangement from the other. Para 4.5 of the Scheme states that overlap periods between sharers are seen as highly desirable and these should be arrived at by mutual agreement by the job sharers and should be arranged within the job sharers' contractual time. In practice, the Director of Education has not been made aware of any difficulties arising from these arrangements.

2.6 Similarly, no significant difficulties have arisen with regard to the splitting of the hours and duties of the post between the job sharers or with pro-rata attendance at planned activities, parents evenings and non-class contact time.

2.7 The Director of Education has not been aware of any parental or School Board concerns being expressed about the Scheme or its implications for a particular school during the first year of operation.

2.8 Despite readvertisements, it has not always proved possible to meet requests to job share from permanent full-time members of staff. For instance, in primary 12 posts have to date

been filled from 25 requests. In secondary, 3 posts have been filled from 8 requests. The number of applications for promoted posts in particular on a job share basis has generally been small.

2.9 There has, however, been a fairly considerable amount of interest in job sharing from teachers who are not presently permanent members of staff. In primary schools for instance, 107 such teachers have expressed an interest in job sharing, and 50% of the 200 applicants on the primary waiting list interested in full-time appointments have also recorded an interest in job sharing. 112 secondary teachers have expressed an interest in job sharing and 16 in special education.

3 PROPOSALS TO REVISE THE SCHEME

3.1 Revisions of the scheme may now be seen as a matter for the new Authorities. Possible revisions of the scheme could, however, include the following

3.2 It was originally envisaged in the Scheme that, subject to the exigencies of the service, it apply to all teaching posts, both promoted and unpromoted.

3.3 The Scheme does not specifically mention music instructors, and it is for consideration that they are added to the categories of staff to whom the Scheme applies.

3.4 Where there is a possibility that a post may not be considered suitable for job sharers because of the exigencies of the service, it is for consideration that the Scheme explicitly provide for the Head of establishment to make an initial recommendation and the decision thereafter to be taken by the Director of Education.

3.5 The Scheme provides that when normal advertising procedures fail to identify a suitable sharer, the applicant shall have the option of withdrawing the application or having it retained pending readvertisement. Perhaps the scheme should define the number of times a post should be advertised - eg it might state that a maximum of 3 attempts will be made through advertisement, with possible review after 1 year.

JIM ANDERSON
DIRECTOR OF EDUCATION
JAMNE/AR 1 November 1995

APPENDIX

JOB SHARING SCHEME FOR TEACHING STAFF - STATISTICAL

INFORMATION

1 Primary Schools

Number of requests to job share from permanent full-time members of staff **25**

Number of posts filled **12**
Number of posts unfilled **13**

2 'Special Education

Number of requests to job share from permanent full-time members of staff **2**
Number of posts filled **1**
Number of posts unfilled **1**

3 Secondary Schools

Number of requests to job share from permanent full-time members of staff **8**
Number of posts filled **3**
Number of posts unfilled **5**

Note: 2 of the 8 secondary requests above have now been granted and arrangements are in hand to implement this.