

Perth & Kinross

Local Agreements : Permanent Contracts [February 2001]

PERTH AND KINROSS COUNCIL
EDUCATION & CHILDREN'S SERVICES COMMITTEE - 28 FEBRUARY 2001
PERMANENT CONTRACT PROPOSALS FOR TEACHING STAFF IN LONG-HELD
TEMPORARY POSTS
REPORT BY THE DIRECTOR OF EDUCATION AND CHILDREN'S SERVICES

ABSTRACT

This report advises the Education & Children's Services Committee of the outcome of a sub-group of the JCC with regard to the issue of the number of teaching posts held by teachers on a temporary basis. The report also seeks the approval of the Education & Children's Services Committee to the proposals made to resolve the current situation.

1. RECOMMENDATIONS

It is recommended that the Education & Children's Services Committee:

- (i) note the contents of this report and;
- (ii) approve the steps proposed to resolve the current situation.

2 BACKGROUND

2.1 In February 2000, the Teachers JCC established a sub-group to consider the issues surrounding a number of posts held within Education & Children's Services on a temporary basis.

2.2 The group established had representation from Councillors and Teachers on the JCC.

3 CONCLUSIONS OF SUB-GROUP

3.1 Within the course of these discussions it became clear that there were four specific groups of teachers on temporary contracts whose situation was anomalous and required to be addressed. These groups were namely Primary Head Teacher Support, Primary Visiting Specialists, Primary Learning Support and teachers of SEN.

3.2 Advice from the Director of Human Resources, Head of Legal Services and Head of Committee and Administration, is that these individual teachers enjoy after one year of service the same employment rights as teachers on permanent contracts and equally after two years these teachers would enjoy the same redundancy rights as permanent members of staff.

3.3 Under these circumstances, it is proposed that with effect from the start of the new school session 2001-2002, that teachers in the above four groups, ie Head Teacher Support, Visiting Specialists, Learning Support and teachers of SEN who have completed by 30 June 2001

more than one year's satisfactory service be appointed to permanent contracts. The Committee will wish to note that, exceptionally, those posts will not be subject to normal selection procedures.

3.4 The Committee will also wish to note that where posts are permanent part-time that there will remain a 0.1 flexibility factor to allow for the exigencies of the service to be fully met in future years.

3.5 In future, all posts will be advertised on a permanent basis where appropriate and will be subject to fair selection procedures.

4 CONSULTATION

The Director of Human Resources, Director of Finance, Head of Legal Services and Head of Committee and Administration have been consulted in the preparation of this report.

5 RESOURCE IMPLICATIONS

The Director of Finance has indicated that there will be no additional revenue costs incurred as a result of this report.

6 STRATEGIC PRIORITIES

This paper relates to the aim to deliver quality, responsive services in an effective way which gives value for money.

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