

# Perth & Kinross

## Local Agreements : Permanent Part Time Teachers

[March 1990]

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TAYSIDE REGIONAL COUNCIL

*Joint Consultative Committee Working Party*

*Report by the Director of Education*

### *PERMANENT PART-TIME TEACHERS IN DAY SCHOOLS*

At their meeting on 15 November 1989, the Joint Consultative Committee recalled that this matter had first appeared on the JCC agenda some 14 months ago and decided to set up a working party to examine the issue from a local point of view pending a resolution of the matter of rates of pay for part-time teachers by the SJNC (TSSE) at national level.

The working party has met on three occasions.

While the short-term needs of the Authority for part-time staff will continue to have to be met by the employment of fixed-term contract and supply staff it was agreed : -

- (i) that some statutory employment rights of fixed-term contract teachers in long-term continuous fixed-term employment (whether part-time or full-time) are in fact similar to those of permanent staff,
- (ii) that there are part-time posts for which there is a long-term need which can be foreseen with a high degree of certainty and for which permanent part-time contracts would be appropriate, and
- (iii) that it is in the authority's and teachers' interest to provide a facility for the transfer of permanent full-time staff to permanent part-time posts in certain circumstances at the discretion of the Authority.

Accordingly the working party agreed to put forward to the JCC a scheme for the establishment of permanent part-time teaching posts which specifies eligibility, conditions of service including hours of work, the method of remuneration and sick pay entitlement, the latter to be in accordance with national agreement.

This scheme is appended to this report.

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R/2001/GWK/LB

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**TAYSIDE REGIONAL COUNCIL**

*Education Department*

***PERMANENT PART-TIME TEACHERS IN DAY SCHOOLS***

***(1) ELIGIBILITY***

Categories of staff eligible to apply:-

- (1) Teaching staff currently on permanent full-time appointments who wish to change to part-time employment,
- (2) Fixed-term contract teachers
  - (a) who, by the end of the then current session, will have been employed continually (except for school holidays) for a minimum of two years with a minimum of two days or equivalent employment per week and
  - (b) for the continuation of whose service a longer term need can be foreseen with a high degree of certainty.

***(2) HOURS OF WORK***

- (1) Permanent part-time contracts will be for the a minimum of eight hours in school per week,
- (2) Contracts will make provision for minor adjustments to hours worked within school sessions. A limit of plus/minus the equivalent of 0.1 FTE shall apply to changes in working hours from school session to school session except where the change is by mutual agreement.
- (3) Working hours will be arranged in reasonably continuously blocks of time normally am/pm school sessions. In exceptional circumstances a block of time of less than a full am/pm session but of a minimum of two hours may be mutually agreed.
- (4) While the normal liability to transfer shall apply, changes in working hours and in location of employment shall not he made unreasonably.
- (5) In particular, hours shall not be reduced below the level at which there would be a loss of statutory rights afforded by employment protection legislation.
- (6) For staff transferring from full-time to part-time permanent contracts, changes in contract details will be made by mutual agreement.

### **(3) OFFERS OF PERMANENT PART-TIME CONTRACTS**

While all staff may apply who satisfy the above requirements, offers will be made in the context of the staffing requirements of the school education service which will be reviewed annually.

Applications will be invited annually in March/April. Transfers to the permanent part-time staff will normally be made with effect from the start of the next school session.

The final decision to offer a permanent part-time contract rests with the Authority/Director of Education.

### **(4) METHOD OF REMUNERATION**

(1) Salary will be paid in 12 monthly instalments.

(2) The calculation of salary entitlement shall be on a pro rata basis (relating to the teachers' working year of 195 days with 27.5 hours in school per week) and shall take account of class contact and appropriate allowances for preparation and correction time.

(3) Commitment to parent contact, planned activity time and in-service days on a pro rata basis will not attract additional remuneration. Additional participation in such activities will be remunerated separately.

(4) Salary will normally be paid on the last Thursday of the month.

### **(5) CONDITIONS OF SERVICE**

Conditions of service shall be as agreed by the SJNC (TSSE) and supplemented by local agreements.

### **(6) SICK PAY**

Sick pay entitlement shall be as for permanent teaching staff except that it shall be pro rata in line with salary entitlement.

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