

Scottish Negotiating Committee for Teachers

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Dear Director

JOB SIZING: PARTNERSHIP WORKING

The Career Structure Working group of the SNCT has, on a number of occasions, discussed how the partnership working that has been a strong element in the completion of the job-sizing exercise could continue in the future.

The group has concluded that the best way to retain the partnership approach to job sizing and at the same time build on the mutual trust that has developed through the life of the exercise is to continue the role of the job-sizing co-ordinators. With this also comes the benefit of retaining the skills and experience that job-sizing co-ordinators have developed. This position has been reported to the SNCT.

Accordingly, the involvement of job-sizing co-ordinators should be built into the procedures for re-sizing and for sizing new posts. The model of participation and co-operation, which has already been established, should be continued. (A SNCT circular providing advice on re-sizing of posts will be issued in the near future.)

Unfortunately not all councils appear to have taken this approach to the recently conducted validation exercise during which Pricewaterhouse Coopers (PwC) distributed validation summaries and complete sets of data to councils. Concerns have now been raised about the lack of involvement of job sizing co-ordinators from the teachers' organisations in the final stages of the process.

Where councils have involved all job-sizing co-ordinators there has been a continuation of the partnership working which has been important in maintaining quality and effectiveness throughout the process. It has given many of the job-sizing co-ordinators from the teachers' organisations the added confidence in the process that will help them to reassure colleagues that the exercise has been conducted fairly and the process is robust. The SNCT agrees this exclusion of job sizing co-ordinators should not be repeated.

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