

EAST AYRSHIRE COUNCIL

EDUCATION COMMITTEE – 1 FEBRUARY 2005

A TEACHING PROFESSION FOR THE 21ST CENTURY – PREMATURE EARLY RETIREMENT TO SUPPORT MANAGEMENT RESTRUCTURING

Report by Executive Director of Educational and Social Services

1. INTRODUCTION

- 1.1** The purpose of this paper is to seek the approval of the Education Committee for a premature early retirement scheme which will support the further implementation of the Scottish Executive document “A Teaching Profession for the 21st Century” (TP21).

2. BACKGROUND

- 2.1** Within East Ayrshire, significant progress has been made to meet the requirements of TP21. Previous papers approved by the Education Committee have dealt with the revised scheme for probationer teachers, job sizing, the introduction of Chartered Teachers, the revised scheme for Probationer Teachers, the Reduction of the Class Contact Week for Primary and Nursery Teachers, and the introduction of additional support staff. This paper deals with further aspects of school management structures.
- 2.2** Following the approval of previous papers on revised school management structures, schools within East Ayrshire have been revising their management structures and are now implementing the new structures. The target date for the implementation of new management structures is 2006 (or earlier) where possible. Discussions have taken place on a school by school basis with regard to the suitability of the proposed structure in each establishment and discussions are ongoing in a number of cases.
- 2.3** The East Ayrshire Joint Negotiating Committee for Teachers Agreement allows for financial savings in management posts to be retained by the individual school in order to facilitate the introduction of new management structures. However, whilst this is advantageous to the individual establishment, this does not support those establishments where there is insufficient room for movement from the existing management structure without external financial support. Funding available from the Scottish Executive to support TP21 has been allocated to “Management Restructuring” and it is proposed to apply these funds in a premature early retirement scheme, similar to that which was agreed at the Education Committee of 4 February 2004.

3. PREMATURE EARLY RETIREMENT SCHEME

- 3.1** Within primary schools, there is a need to appoint Principal Teachers to undertake relevant management duties related to learning and teaching and pupil support. Where a primary school has a former Senior Teacher in place, then there is no additional finance available to appoint a Principal Teacher post. However, if the former Senior Teacher(s) post could be vacated, then the finance would be available to appoint a Principal Teacher(s). Thus, it is proposed that former Senior Teachers within primary schools who are aged 55 or over be considered eligible for a premature early retirement scheme.
- 3.2** Within the majority of secondary schools, the proposed new management structures will involve a Principal Teacher of Social Subjects rather than the individual Principal Teacher posts of History, Geography and Modern Studies. Thus, the majority of our secondary schools wish to replace these three individual Principal Teacher posts with one Principal Teacher post, thereby enhancing the status of the new post and providing a more efficient management structure for learning and teaching. In order to facilitate this change, it is proposed that Principal Teachers of History, Geography and Modern Studies aged 55 or over be considered eligible for a premature early retirement scheme.
- 3.3** Within secondary schools, there is an increasing demand to appoint Principal Teachers to undertake relevant management duties related to learning and teaching and pupil support in areas such as Literacy, Numeracy, Enterprise in Education, etc. Where the secondary school has former Senior Teachers and/or Assistant Principal Teachers in post, then this does not provide the additional finance required to appoint additional Principal Teacher posts as these resources are already allocated. However, if the former Senior Teacher and Assistant Principal Teacher posts could be vacated, then the finance would be available to appoint Principal Teachers as required by each school. Thus, it is proposed that former Senior Teachers and Assistant Principal Teachers within secondary schools who are aged 55 or over be considered eligible for a premature early retirement scheme.
- 3.4** The authority wishes to continue revitalising its teacher workforce and lowering its age profile. There will be a continued need for an increasing number of teachers to be employed over the next few years and the authority does not wish to be in the position where a large number of teachers reach retiral age and leave the service over a very short period of time. Thus, as a final category, it is proposed that all teachers aged 55 or over be considered eligible for a premature early retirement scheme. This final category would only apply if there was insufficient interest in the above categories.
- 3.5** In summary, it is proposed that premature early retirement be offered to the following categories of teacher aged 55 or over on the following priority list:
1. Former Senior Teachers in the primary sector.
 2. Principal Teachers of History, Geography or Modern Studies.

3. Former Senior Teachers and Assistant Principal Teachers in the secondary sector.
4. All teachers.

3.6 In order to facilitate interest in these early retirements, it is proposed to offer an enhancement of an additional two years service for the purposes of calculating pension allowances etc.

3.7 It is proposed that the premature early retirement scheme be available and implemented during the period April 2004 - August 2006, depending on the needs of the individual establishment and the authority.

No teacher will be allowed to take premature early retirement if such a retirement would jeopardise the educational provision provided to pupils within individual schools. All premature early retirement requests will be carefully scrutinised with this factor in mind.

4. LEGAL/FINANCIAL/POLICY IMPLICATIONS

4.1 This significant investment in premature early retirement will be fully funded by the ring-fenced additional resources allocated to East Ayrshire Council by the Scottish Executive.

Alongside the costs of other teaching staff who may wish early retirement without enhancement, there will be no additional funding demands on East Ayrshire. If these funds are not used to support management restructuring, then they would have to be refunded to the Scottish Executive.

4.2 Full consultation will take place with Heads of Establishments and Trade Union colleagues.

5. RECOMMENDATIONS

5.1 The Education Committee is recommended to:

- (i) Approve the premature early retirement scheme as outlined in section 3 above, and
- (ii) Otherwise note the contents of this report.

John Mulgrew
Executive Director of Educational and Social Services

JMcC/EO'N
13 January 2005

List of Background Papers

1. A Teaching Profession for the 21st Century, Scottish Executive
2. A Teaching Profession for the 21st Century – Premature Early Retirement to Support Management Restructuring – Education Committee – 4 February 2004.

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