

## ABERDEEN CITY COUNCIL

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COMMITTEE	Urgent Business Committee
DATE	11 July 2013
DIRECTOR	Gayle Gorman
TITLE OF REPORT	Recruitment and Retention Incentive Payments for Teachers
REPORT NUMBER:	ECS/13/050

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### 1. PURPOSE OF REPORT

The staffing situation for primary schools and in some subject areas in secondary schools for academic session 2013/2014 is looking extremely challenging, with around 30-40 posts currently unfilled.

This report sets out a proposal to offer successful candidates for these teaching posts, who are new to the City, a financial incentive, ie an additional payment on taking up post followed by a further payment at the end of an agreed period of service.

### 2. RECOMMENDATION(S)

It is recommended that Committee approve the use of Recruitment and Retention Incentive payments for hard to fill teaching posts at the discretion of the Director of Education, Culture and Sport.

### 3. FINANCIAL IMPLICATIONS

<b>Sector</b>	<b>No of Teachers</b>	<b>Initial Payment</b>	<b>2<sup>nd</sup> Payment</b>	<b>Total</b>
Primary vacancies	52	£156,000	£104,000	£260,000

In addition, there may be some secondary posts in hard to fill subject areas to which we may wish to attach the incentive payment.

Education, Culture and Sport will look for the funding required within existing budgets.

#### 4. OTHER IMPLICATIONS

As teaching is a predominantly female occupation, especially in the primary sector, there is the potential for equal pay claims to be raised by teachers not in receipt of the additional payment. In order to mitigate against this, it is important to ensure that the RR&I payment is attached only to those posts which the Council can demonstrate are difficult to fill through the normal recruitment processes.

#### 5. BACKGROUND/MAIN ISSUES

Despite commencing the staffing and recruitment exercises early, we are in a position of currently having 30-40 fewer teachers than we require to be able to staff our schools for the academic session 2013/2014.

In order to attract teachers to move from elsewhere in the country to Aberdeen, it is proposed that Recruitment and Retention Incentive payments are offered. These payments, which would be paid in two instalments, will hopefully not only attract candidates, but also assist with staff retention, as the second instalment will only be payable on completion of 3 years' service. The employees in receipt of the RR&I payments will be required to sign an agreement detailing the terms under which the payment is made, and repayment requirements should the terms not be complied with, as detailed in the protocol attached as appendix 1.

At a time when raising attainment is a clear priority for the Council, it is important that we can attract quality candidates to our schools. The fact that part of the payment is withheld until a minimum work period has been completed will ensure continuity in terms of teachers, which will benefit pupil progress, as will attaching a performance/behavioural element to the second payment.

There is a contractual requirement under the Scottish Negotiating Committee for Teachers terms and conditions of employment which sets out the maximum class sizes at different stages of the education process. The Council has a duty to ensure that no teacher is asked to teach classes which are larger than that allowed under the SNCT regulations. The use of RR&I payments in certain circumstances will assist the Council to ensure that the terms and conditions of teachers within the Authority are not breached.

#### 6. IMPACT

Corporate – Education is a key strategic priority for ACC. This proposal should allow the City to attract high quality teachers, which will ensure that a positive learning experience for pupils in the City's primary schools, and help to raise attainment.

Public – there is likely to be interest from the public and from other local authorities in the proposal to pay additional monies to teachers. As the first local authority in Scotland to be proposing such a move, it is likely that there will be national interest in this initiative.

7. BACKGROUND PAPERS

SNCT Terms and Conditions of Employment for Teachers

8. REPORT AUTHOR DETAILS

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