**Job Sizing Review**

**Issue**

The job sizing review needs to take account of changes to education that have taken place since the toolkit was developed and to ensure that there are financial incentives to take on headship.

**Headline position**

The SNCT committed to review job-sizing as part of the 2019 Pay Agreement. This review needs to be a full-scale review of job sizing to ensure it takes account of new features in Scottish Education (such as joint headships, increase in job-share staff, the presumption of mainstreaming, the empowerment agenda, 1140hrs, etc)

The product must be a system which makes sense to practitioners, ensures a sensible career pathway is created and maintained including ensuring financial incentives are in place to allow Scotland to recruit new head teachers in sufficient numbers.

**Full position**

AHDS has been actively seeking change to the job-sizing toolkit for many years as we believe the current system is fundamentally flawed.  It acts against sensible career pathways into and through formal leadership roles, does not provide genuine parity with secondary colleagues, it is overcomplicated, open to variable implementation and is not at all clear to those who are subject to it.  We believe that, while by no means the only factor, job-sizing is a major factor in the falling number of applications for headship.

This paper sets out key issues we would like to see addressed in the review and principles which should underpin a revised system of arriving at school leader salaries.

There are two principles which should underpin the mechanism for arriving at salaries for promoted post holders:

* It should support appropriate career structures/pathways – with appropriate differentials between different grades of promoted post.
* It should be clear and comprehensible to those affected by it.

A much simplified toolkit should consider the following key factors:

* Role – HT, DHT, PT – each should be on a separate salary scale.
* Roll
* Staff (a headcount of those the post holder reviews and those any subordinate reviews)

Issues which will need to be addressed include:

* The need for a mechanism which take appropriate account of joint headships.
* The changed landscape in relation to nursery education in Scotland and its impact on pupil and staff numbers.
* The small pupil numbers in ASN compared to mainstream schools.
* Whether deprivation considerations are relevant for job sizing since increased deprivation tends to go hand in hand with increased staffing so could be picked up there.
* Proper inclusion of the budgets that schools are responsible for (PEF/SAC)
* The need to ensure proper salary differentials between HT, DHT, PT – irrespective of school size or sector.
* The cost associated with reviewing job-sizing. There will inevitably be short term costs associated with any change to the toolkit since the salaries which require to by uprated will take effect immediately while those moving down would have, at least, three years cash conservation.