

**REGULATORY AND OTHER COMMITTEE REPORT**

<b>NAME OF COMMITTEE:</b>	Schools' Forum
<b>DATE OF MEETING:</b>	<b>27/01/2010</b>
<b>SUBJECT:</b>	Redeployment Scheme for School Staff and Redeployment Incentive Framework
<b>REPORT BY:</b>	Penny Lee
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<b>IS THE REPORT EXEMPT?</b>	No
<b>IS REPORT CONFIDENTIAL?</b>	No

**SUMMARY**

**1. Updated Redeployment Scheme for Schools Staff as a result of attendance at Schools Forum in October 2009 and feedback on issues raised:**

1. Teachers on temporary contracts receiving a letter of redundancy.

The ending of a temporary contract is a dismissal and must fall within one of the 6 fair reasons for dismissal.

If a teacher has 2 or more year's continuous service, then there is a redundancy entitlement at the end of a temporary contract if there is a reduction in staff headcount. Temporary contracts for maternity cover are ended through dismissal for SOSR (some other substantial reason) and don't have a redundancy entitlement.

2. The financial liability for previous service.

LCC cannot underwrite any redundancy entitlement that might be experienced at a future date. Any recruitment may result in individual's being appointed who already have service attached whether it is as a result of working for LCC or another body listed under the Redundancy Modification Order.

3. The second bullet point, page 5 of the policy (when to interview redeployed candidates before internal/external candidates).

Policy wording amended.

4. Teachers suffering ill health and applying for a post at another school.

The Redeployment Scheme allows for medical redeployment, however, an occupational health adviser/GP is likely to have concluded that an individual is not fit to return to their substantive post for the foreseeable future. Redeployment would look at other posts, probably outside of teaching. This can satisfy the eligibility criteria for ill-health retirement.

Recruiting schools would need to follow a fair and transparent recruitment process, and would be under no obligation to appoint a teacher through medical redeployment unless they are the best candidate for the post.

5. Equal opportunities issues especially disabilities, weighting criteria and changing job descriptions.

The redeployment scheme is intended to support the changing demographics of the schools workforce as schools are affected by changes to the NOR, budget restrictions and workforce remodelling. Any specific case issues should be referred to the Workforce Development Strategy Officer.

6. Effects of the proposals on Foundation Schools.

It remains the case that LCC strongly advise that Foundation Schools adopt the scheme as it will help ensure that they are meeting their legal obligations when imposing a redundancy dismissal on a member of staff and encourages collaborative/partnership working with other schools in the area.

**2. Presentation of draft Redeployment Incentive Scheme which seeks to set the boundaries for spend from the Redeployment Budget.**

<b>DISCUSSION</b>
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The Redeployment Incentive Scheme is a draft document that sets out the potential framework for spend from the Redeployment Budget. The main points to note are:

1. it takes account of salary safeguarding/salary protection as part of any payment to a school
2. it provides for training support
3. it includes an incentive payment for recruiting schools to encourage them to offer a Redeployee a post before going to external advert. This element would be phased out over a number of years as the scheme becomes imbedded in practice and gains in momentum
4. it includes a charge back policy to the original school that mirrors the charge back policy contained in the Managing Change Policy, but will be less financially onerous than the redundancy charge back

It is suggested that this framework be trialled over the next financial year (2010/11) to identify if it is fit for purpose.

<b>HAS AN EQUALITY IMPACT ASSESSMENT BEEN CARRIED OUT ?</b>
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Yes, and EIA is in place for the Redeployment Scheme. This will need to be repeated for the Redeployment Incentive Framework

<b>RECOMMENDATIONS</b>
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Schools Forum agree the draft framework for trial over the financial year 2010/11.

<b>APPENDICES - these are listed below and attached at the back of the report.</b>
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APPENDIX A	Redeployment Scheme for School Staff – amended version
APPENDIX B	Redeployment Incentive Scheme

<b>BACKGROUND PAPERS</b>
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No Background Papers within Section 100D of the Local Government Act 1972 were used in the preparation of this report.
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