

Event: RIG STAFFING REVIEW
(19th September): one of a series of regional roadshows

Present:

Hilary Green	[SHAD]
Paul Jones	[DAPH]
Ingrid Fisher	[Directorate]
Philippa Court	[Workforce remodelling]
Jocelyn Davis	[HR]
Caroline Armstrong	[Finance]

Key messages:

- There will be no departure from the deadline date of 31 December to have a proposed structure in place;
- The DfES believes that defining TLRs will facilitate support for Every Child Matters – the five outcomes for children; there is no conflict with taking a longer view on workforce remodelling for support staff;
- Local funding issues (e.g. if a school is demonstrably unable to afford the change required) must be addressed locally;
- Some uncertainties are under urgent consideration; for example the treatment of posts which are time-limited because of fixed term grants;
- Where restructures (presumably not arising from TLR) pre-date December 31 2005 there will be safeguarding in perpetuity;
- In the documentation supplied the text on safeguarding is sound; there is a health warning over the worked examples (we await clarification/correction);
- Some documentation has been updated since May; the Model Pay Policy in Devon schools' packs is the updated version;
- Governors should be provided with the checklist available.

Key dates:

In order to comply with their statutory duties it is suggested that governors will need to observe the following timescales:

By 17 October: draft structure and implementation plan presented to the GB prior to formal consultation with staff representatives (unions).

Between 17 October and 25 November: consultation.

By 30 November: GB meeting to approve final structure, or to make changes.

By 15 December: full GB meeting to approve final structure and implementation plan.

[The GB may want to agree delegated responsibilities apart from one full BG meeting]

How can DCC support schools?

1. A pack (electronic and hard copy) was issued on 8 September. It provided Devon schools with a great deal of supplementary information to support the exercise.
2. A checklist for Governors has been provided.
3. Finance Officers will be briefed in more detail so they can support their schools on costings.
4. The three briefing sessions for governors are fully subscribed; an additional meeting is being arranged in Exeter.
5. Workshops have been arranged in October/November to support costed models.

6. Any further information received will be circulated.
7. Schools have been circulated with a reminder of their Personnel Officer so that specific advice can be provided.
8. The personnel helpline can assist in signposting to other support if required.

IEF/MYH
20 September 2005