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**Nottinghamshire
County Council**
Children and Young People's Services

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To: All Head Teachers of
Nottinghamshire maintained schools

Corporate Director **Anthony May**

Dear colleagues

County Council Budget – Proposals for Changes to Terms and Conditions for County Council Employees

As I am sure you are aware there are major challenges for the County Council over the next three years to make significant budget reductions across wide ranging service areas. The County Council is due to publish budget proposals for consultation in November 2009.

Proposals in the budget will include a range of strategies and proposals to seek to meet the overall budget shortfall. One of the areas that will be included is a further review of some terms and conditions of employment affecting staff employed across the County Council, some aspects of which will affect staff employed in schools. The overall package of proposals will be designed to seek to protect jobs and front line services as far as possible, and the proposals on the changes to terms and conditions will contribute to that.

Attached is a copy of a letter which is being sent to all staff. You will receive a personal copy which outlines the proposals for the changes to terms and conditions and the next steps in the process. The next stage will be a period of formal consultation with the recognised trade unions which will commence on 22 October 2009. The Council's Personnel Committee will consider the package of changes on 10 November and these will be published as part of the overall package on the same day.

It is important that you are aware of the proposed changes as some will affect staff in schools. Therefore, also **attached** to this letter is a pack of information which has been prepared for managers to explain more of the detail, including some frequently asked questions. These are also available on the County Council's Big Issues website and will be updated at regular intervals if necessary.

You will see that many of the proposed changes will have a limited impact on staff employed in schools but the key areas which may affect school staff are:

- Proposals to change the redundancy and premature retirement benefits.
- Proposals to reduce the annual leave entitlement for support staff with more than 10 years service. This will not affect the pay arrangements for teaching assistants.



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- Proposals to reduce the period of salary protection for support staff, although this will be an issue which individual schools would have to determine within their pay policy. Salary safeguarding arrangements for teachers are covered separately by the School Teachers Pay and Conditions Document.

Other proposed changes, including removal of Essential Car User allowances and changes to mileage rates and disturbance compensation, will have a limited impact on school staff unless they claim significant levels of mileage whilst on school business.

I am sure you will understand the need to consider all options to help to address the current budget difficulties. However, I do understand that this will be a sensitive and difficult issue for many staff in school, particularly your support staff. In sending you this briefing pack I hope that it will help you to understand the issues as they may emerge in school but where there are specific questions and issues they should be directed in the first instance to the Customer Services Centre on 08449 80 80 80. Staff in the Schools HR team will also have been briefed and will be aware of these issues.

As always, I appreciate your support in managing this difficult issue.

Kind regards,

Yours sincerely



Corporate Director for
Children and Young People's Services