

Email to Ann Henderson received 22<sup>nd</sup> June 2011, in response to letter sent to G Tee

---

Dear Ann

Thank you for your email.

The pace of change has been recognised by the Convenor and The Director and will be reflected in a more flexible implementation which will continue to be sensitive to the needs of individual schools including the Wave 3 issues related to JGHS eg Decant.

At this stage conserved salary costs will be met by schools but it is hoped through Vera and retirement that these costs will be minimised over the next 2 years.

The allocation of management time is at the discretion of Head Teachers within the local agreement on Absence Management. The transference of management time to the new curriculum leader is to be agreed within our Protocol.

Training for new CL's will be delivered within the 35 hour week and ideally after the teaching day.

DHT posts in JGHS will be filled initially on an Acting up basis until the new management structure is implemented.

At all stages specific issues in all schools will be addressed to ensure that learning and teaching is not adversely affected

Kind Regards

Jack Hamilton  
Seconded HT