

Management Time for Promoted Staff

Introduction

- 1.1 The following resolution was approved by the 2006 Annual General Meeting:

“This AGM instructs Council to investigate and report on the amount of management time agreed by LNCTs for promoted staff and the actual time allocated.”
- 1.2 The Salaries Committee sought advice from Local Association Secretaries. 18 responses were received. LA Secretaries were also asked to comment on whether management time had been reduced due to budgetary pressures.

Management Time

- 2.1 The provision of management time is strictly not a conditions of service matter which falls within the ambit of negotiations at SNCT or LNCT level. Therefore, it is for a Council to determine the management time to be allocated, to schools or to promoted post holders. Notwithstanding this point the following caveats are noted:
 - (a) Paragraph 2.4 of the 2001 National Agreement, A Teaching Profession for the 21st Century, states:-

“In the case of promoted post holders in schools, the Implementation Group has considered their working arrangements and has agreed that managers require time for additional duties outwith teaching and associated preparation in order to fulfil their broad professional duties.”
 - (b) The Scheme of Conditions of Service for Teaching Staff in School Education makes explicit reference for class committed Headteachers in paragraph 10.2.3:

“Where a class teaching commitment is included in the job description of the Headteacher, its extent will be determined by the education authority on the basis of an assessment of the management content of the post.”
 - (c) The Working Hours: Working Week of teachers, set out in paragraph 2.2 of the 2001 National Agreement, applies equally to promoted staff at Principal Teacher, Depute Headteacher and Headteacher levels.
- 2.2 There are a number of LNCT agreements on management time, secured perhaps as a result of agreement on management structures or, in some other context, such as absence cover agreements or working time agreements.
- 2.3 It should be noted, however, that some Local Association Secretaries stated that the matter had been subject to consultation. While the outcome may have been satisfactory to Local Associations the amount of management time has not been subject to formal agreement.

- 2.4 There are two common approaches to the provision of management time. In most Council areas a formula based approach is followed. In others, management time is subsumed into a staffing standard with decision on allocation to individual promoted post holders taken at establishment level.
- 2.5 The introduction of new management structures, including the introduction of PT posts in primary schools, has led to greater codification of management time across Scotland.
- 2.6 In formula driven approaches the time provided was linked to pupil roll. Following the introduction of job sizing in SNCT/24 there has been a move in some Councils to base the amount of time on the “size” of a promoted post or staff managed. Others have retained a roll related formula. The formula may be expressed as management time or maximum class contact time for the level of post.
- 2.7 Two LNCT secretaries reported that LNCT Agreements had been reached in principle but had not been put in place through budget constraints.
- 2.8 There was some evidence that management time was not being delivered through budget pressure but this was not reported in depth and has not been quantified in responses.
- 2.9 Appendix A summarised the responses from LA Secretaries.

Conclusions

- 3.1 While there is no requirement for LNCTs to agree the amount of management time for promoted posts the information provided in this report should assist Local Associations to raise the matter during consultation or negotiation.
- 3.2 In light of the University of Glasgow workload survey and the EIS response to the survey there is a need for Local Associations to raise the issue of management load within LNCTs.

| Local Association | Allocation of Management Time | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|--|---|--|-------------|-----------------------------------|--------------|----------|---------------|------------|---------|----------|------------|----------|----------|------------|---------|----------|------------|----------|----------|--------------|-------|----|----|---------|----|-------|---|----|---------|-----|-------|----|-----|---------|----|-------|----|---------------------|------|------|-------|----|---------------------|--|------|-------|--|
| Aberdeen City (no Agreement) | Secondary | Devolved to schools. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Primary | DHTs 0.7 non class committed. PTs 0.3 non class committed. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Aberdeenshire (LNCT Agreement on management time for faculty PTs only) | <u>Secondary</u> | Devolved to schools with agreement for new faculty structures | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | <u>Primary/Special</u> | Formula for management time for HTs and DHTs, including "Management Days Relief" | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | <u>Secondary Faculty PT Formula</u> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | <table border="0"> <thead> <tr> <th data-bbox="643 594 764 636">Scale Point</th> <th colspan="2" data-bbox="792 594 1187 636">Maximum Class Contact for 2006/07</th> </tr> </thead> <tbody> <tr> <td data-bbox="659 640 748 682">1, 2, 3</td> <td data-bbox="849 640 938 682">20 hours</td> <td data-bbox="1011 640 1117 682">10 minutes</td> </tr> <tr> <td data-bbox="659 686 748 728">4, 5, 6</td> <td data-bbox="849 686 938 728">18 hours</td> <td data-bbox="1011 686 1117 728">20 minutes</td> </tr> <tr> <td data-bbox="683 732 724 774">7</td> <td data-bbox="849 732 938 774">15 hours</td> <td data-bbox="1011 732 1117 774">35 minutes</td> </tr> <tr> <td data-bbox="683 779 724 821">8</td> <td data-bbox="849 779 938 821">13 hours</td> <td data-bbox="1011 779 1117 821">45 minutes</td> </tr> </tbody> </table> | | Scale Point | Maximum Class Contact for 2006/07 | | 1, 2, 3 | 20 hours | 10 minutes | 4, 5, 6 | 18 hours | 20 minutes | 7 | 15 hours | 35 minutes | 8 | 13 hours | 45 minutes | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Scale Point | Maximum Class Contact for 2006/07 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1, 2, 3 | 20 hours | 10 minutes | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 4, 5, 6 | 18 hours | 20 minutes | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 7 | 15 hours | 35 minutes | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 8 | 13 hours | 45 minutes | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | <u>Primary Budget Formula/Allocation</u> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | School Roll > 172 – non class committed HT | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | <table border="0"> <thead> <tr> <th data-bbox="578 917 667 959">HT/DHT</th> <th data-bbox="756 917 797 959">Roll</th> <th data-bbox="854 917 894 959">Days</th> <th data-bbox="967 917 1008 959">Days</th> <th data-bbox="1081 917 1203 959">No of Schools</th> </tr> <tr> <td colspan="5" data-bbox="943 968 1049 1010" style="text-align: center;">(less 3%)</td> </tr> </thead> <tbody> <tr> <td data-bbox="602 1014 643 1056">HT</td> <td data-bbox="764 1014 821 1056">1-71</td> <td data-bbox="878 1014 919 1056">79</td> <td data-bbox="967 1014 1024 1056">76.63</td> <td data-bbox="1122 1014 1162 1056">72</td> </tr> <tr> <td data-bbox="602 1060 643 1102">HT</td> <td data-bbox="740 1060 821 1102">72-120</td> <td data-bbox="878 1060 919 1102">81</td> <td data-bbox="967 1060 1024 1102">78.57</td> <td data-bbox="1122 1060 1162 1102">22</td> </tr> <tr> <td data-bbox="602 1106 643 1148">HT</td> <td data-bbox="724 1106 821 1148">121-145</td> <td data-bbox="878 1106 919 1148">99</td> <td data-bbox="967 1106 1024 1148">96.03</td> <td data-bbox="1130 1106 1154 1148">9</td> </tr> <tr> <td data-bbox="602 1152 643 1194">HT</td> <td data-bbox="724 1152 821 1194">146-220</td> <td data-bbox="878 1152 919 1194">102</td> <td data-bbox="967 1152 1024 1194">98.94</td> <td data-bbox="1130 1152 1154 1194">15</td> </tr> <tr> <td data-bbox="594 1199 643 1241">DHT</td> <td data-bbox="724 1199 821 1241">221-325</td> <td data-bbox="878 1199 919 1241">40</td> <td data-bbox="967 1199 1024 1241">38.08</td> <td data-bbox="1122 1199 1162 1241">13</td> </tr> <tr> <td data-bbox="578 1245 659 1287">1st DHT</td> <td data-bbox="764 1245 821 1287">326+</td> <td data-bbox="862 1245 919 1287">42.5</td> <td data-bbox="967 1245 1024 1287">41.22</td> <td data-bbox="1122 1245 1162 1287">25</td> </tr> <tr> <td data-bbox="578 1291 659 1333">2nd DHT</td> <td></td> <td data-bbox="862 1291 919 1333">37.5</td> <td data-bbox="967 1291 1024 1333">36.38</td> <td></td> </tr> </tbody> </table> | | HT/DHT | Roll | Days | Days | No of Schools | (less 3%) | | | | | HT | 1-71 | 79 | 76.63 | 72 | HT | 72-120 | 81 | 78.57 | 22 | HT | 121-145 | 99 | 96.03 | 9 | HT | 146-220 | 102 | 98.94 | 15 | DHT | 221-325 | 40 | 38.08 | 13 | 1 st DHT | 326+ | 42.5 | 41.22 | 25 | 2 nd DHT | | 37.5 | 36.38 | |
| HT/DHT | Roll | Days | Days | No of Schools | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| (less 3%) | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| HT | 1-71 | 79 | 76.63 | 72 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| HT | 72-120 | 81 | 78.57 | 22 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| HT | 121-145 | 99 | 96.03 | 9 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| HT | 146-220 | 102 | 98.94 | 15 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| DHT | 221-325 | 40 | 38.08 | 13 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1 st DHT | 326+ | 42.5 | 41.22 | 25 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 2 nd DHT | | 37.5 | 36.38 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Note: No permanent PTs yet in place. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Argyll and Bute (LNCT Agreement) | <u>Primary Schools HT</u> <table border="0"> <thead> <tr> <th data-bbox="691 1434 732 1476">Roll</th> <th data-bbox="837 1434 1138 1476">Minimum Management Time</th> </tr> </thead> <tbody> <tr> <td data-bbox="643 1480 781 1522">Less than 20</td> <td data-bbox="951 1480 1057 1522">0.25 FTE</td> </tr> <tr> <td data-bbox="716 1526 781 1568">20-49</td> <td data-bbox="951 1526 1057 1568">0.35 FTE</td> </tr> <tr> <td data-bbox="716 1572 781 1614">50-69</td> <td data-bbox="951 1572 1057 1614">0.45 FTE</td> </tr> <tr> <td data-bbox="716 1619 781 1661">70-89</td> <td data-bbox="951 1619 1057 1661">0.55 FTE</td> </tr> <tr> <td data-bbox="708 1665 781 1707">90-109</td> <td data-bbox="951 1665 1057 1707">0.65 FTE</td> </tr> <tr> <td data-bbox="691 1711 781 1753">110-129</td> <td data-bbox="951 1711 1057 1753">0.75 FTE</td> </tr> <tr> <td data-bbox="691 1757 781 1799">130-219</td> <td data-bbox="951 1757 1057 1799">0.95 FTE</td> </tr> <tr> <td data-bbox="691 1803 781 1845">220 plus</td> <td data-bbox="967 1803 1105 1845">1.0 FTE plus</td> </tr> </tbody> </table> <u>Primary Schools – DHT and PT</u> | | Roll | Minimum Management Time | Less than 20 | 0.25 FTE | 20-49 | 0.35 FTE | 50-69 | 0.45 FTE | 70-89 | 0.55 FTE | 90-109 | 0.65 FTE | 110-129 | 0.75 FTE | 130-219 | 0.95 FTE | 220 plus | 1.0 FTE plus | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| 130-219 | 0.95 FTE | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 220 plus | 1.0 FTE plus | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

| Local Association | Allocation of Management Time | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| Post | Minimum Management Time | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| DHT | 0.3 FTE | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| 13 | 12 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 14 | 13 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 15 | 15 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 16 | 17 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 17 | 18 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 18 | 20 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 19 | 21 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| <u>Secondary School PT</u> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Scale Point | Minimum Management Time | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| (expressed as periods in 30 period week) | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1 | 1 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 2 | 2 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 3-4 | 3 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 5 | 4 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 6-7 | 5 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 8 | 6 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Clackmannanshire (LNCT Agreement) | <p data-bbox="581 1692 824 1717"><u>Primary Schools (i) HTs</u></p> <table border="0"> <tr> <td data-bbox="646 1738 699 1764"><100</td> <td data-bbox="727 1738 813 1764">0.8 FTE</td> </tr> <tr> <td data-bbox="646 1785 699 1810">100+</td> <td data-bbox="727 1785 813 1810">1.0 FTE</td> </tr> <tr> <td colspan="2" data-bbox="646 1831 919 1856">0.1 FTE for nursery classes</td> </tr> <tr> <td colspan="2" data-bbox="727 1877 829 1902">(ii) DHTs</td> </tr> </table> | <100 | 0.8 FTE | 100+ | 1.0 FTE | 0.1 FTE for nursery classes | | (ii) DHTs | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| <100 | 0.8 FTE | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 100+ | 1.0 FTE | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 0.1 FTE for nursery classes | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| (ii) DHTs | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

| Local Association | Allocation of Management Time | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| | <p>0.5 FTE (iii) PT</p> <p>0.1 FTE</p> <p><u>Secondary Schools</u> (i) HTs</p> <p>Non teaching (ii) DHTs</p> <p>0-12 hours teaching time (iii) PTs</p> <p>5 periods per week management time, plus 1 period per member of staff</p> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Dundee (No LNCT Agreement at present) | <p><u>Nursery Schools</u></p> <p>No explicit formula. Built into staffing allocation.</p> <p><u>Primary Schools</u></p> <p>All primary schools have non class committed HT and DHT. Those schools which have a second DHT draw management time from the overall staffing provisions. A review is being undertaken by the LNCT.</p> <p><u>Secondary Schools – Maximum Class Contact Time</u> (30 periods)</p> <p>DHT – 0</p> <p>DHT (sole deputising responsibility) – 3 periods</p> <p>DHT (without deputising responsibility) – 15 periods</p> <p>PT (subject) – 24 periods, less 1 period for each FTE member of staff (including self) in departments (subject to minimum deduction of 2 periods)</p> <p>PT (guidance) – 18 periods.</p> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| East Dunbartonshire (LNCT Agreement) | <p><u>Primary Schools</u></p> <table border="1" data-bbox="581 1224 1390 1581"> <thead> <tr> <th>Pupil Roll</th> <th>HT</th> <th>DHT</th> <th>PT</th> <th>Management Time</th> <th>No of Schools</th> </tr> </thead> <tbody> <tr> <td>Up to 100</td> <td>1</td> <td>-</td> <td>1</td> <td>1.2</td> <td>1</td> </tr> <tr> <td>101-150</td> <td>1</td> <td>-</td> <td>1</td> <td>1.4</td> <td>2</td> </tr> <tr> <td>151-220</td> <td>1</td> <td>1</td> <td>-</td> <td>1.5</td> <td>3</td> </tr> <tr> <td>221-350</td> <td>1</td> <td>1</td> <td>1</td> <td>1.7</td> <td>17</td> </tr> <tr> <td>351-500</td> <td>1</td> <td>2</td> <td>1</td> <td>2.2</td> <td>13</td> </tr> <tr> <td>500+</td> <td>1</td> <td>2</td> <td>2</td> <td>2.4</td> <td>0</td> </tr> </tbody> </table> <p><u>Secondary Schools</u></p> <table border="1" data-bbox="581 1728 1390 1896"> <thead> <tr> <th>Pupil Roll</th> <th>HT</th> <th>DHT</th> <th>PT (Curriculum)</th> <th>PT (?)</th> <th>Support for Learning</th> </tr> </thead> <tbody> <tr> <td>401+</td> <td>1</td> <td>3</td> <td>14</td> <td></td> <td>1</td> </tr> <tr> <td>701+</td> <td>1</td> <td>4</td> <td>15</td> <td></td> <td>1</td> </tr> </tbody> </table> | Pupil Roll | HT | DHT | PT | Management Time | No of Schools | Up to 100 | 1 | - | 1 | 1.2 | 1 | 101-150 | 1 | - | 1 | 1.4 | 2 | 151-220 | 1 | 1 | - | 1.5 | 3 | 221-350 | 1 | 1 | 1 | 1.7 | 17 | 351-500 | 1 | 2 | 1 | 2.2 | 13 | 500+ | 1 | 2 | 2 | 2.4 | 0 | Pupil Roll | HT | DHT | PT (Curriculum) | PT (?) | Support for Learning | 401+ | 1 | 3 | 14 | | 1 | 701+ | 1 | 4 | 15 | | 1 |
| Pupil Roll | HT | DHT | PT | Management Time | No of Schools | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Up to 100 | 1 | - | 1 | 1.2 | 1 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 101-150 | 1 | - | 1 | 1.4 | 2 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 151-220 | 1 | 1 | - | 1.5 | 3 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 221-350 | 1 | 1 | 1 | 1.7 | 17 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 351-500 | 1 | 2 | 1 | 2.2 | 13 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 500+ | 1 | 2 | 2 | 2.4 | 0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Pupil Roll | HT | DHT | PT (Curriculum) | PT (?) | Support for Learning | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 401+ | 1 | 3 | 14 | | 1 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 701+ | 1 | 4 | 15 | | 1 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

| Local Association | Allocation of Management Time | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| | <table border="0"> <tr> <td>1001+</td> <td>1</td> <td>5</td> <td>16</td> <td>1</td> </tr> <tr> <td>1301+</td> <td>1</td> <td>6</td> <td>17</td> <td>1</td> </tr> </table> <p>Pointage system</p> <p>The management time is based on a sliding scale with a poll of global time for DHT, PTs Guidance with PTs (Curriculum) allocated time on the number of staff managed.</p> | 1001+ | 1 | 5 | 16 | 1 | 1301+ | 1 | 6 | 17 | 1 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1001+ | 1 | 5 | 16 | 1 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1301+ | 1 | 6 | 17 | 1 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| East Renfrewshire (LNCT consultation) | <p>Secondary Schools – No of Posts (2006/07)</p> <table border="0"> <thead> <tr> <th>School</th> <th>HT</th> <th>DHT</th> <th>PT</th> <th>Faculty</th> <th>Develop</th> <th>Pastoral</th> <th>Man Time</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>1</td> <td>3</td> <td>1</td> <td>7</td> <td>1</td> <td>5</td> <td>5.89 FTE</td> </tr> <tr> <td>2</td> <td>1</td> <td>3</td> <td>8</td> <td>2</td> <td>1</td> <td>5</td> <td>5.74 FTE</td> </tr> <tr> <td>3</td> <td>1</td> <td>3</td> <td>9</td> <td>3</td> <td>1</td> <td>4</td> <td>5.74 FTE</td> </tr> <tr> <td>4</td> <td>1</td> <td>6</td> <td>8</td> <td>5</td> <td>1</td> <td>5</td> <td>9.52 FTE</td> </tr> <tr> <td>5</td> <td>1</td> <td>5</td> <td>13</td> <td>2</td> <td>1</td> <td>8</td> <td>10.11 FTE</td> </tr> <tr> <td>6</td> <td>1</td> <td>8</td> <td>13</td> <td>2</td> <td>1</td> <td>8</td> <td>10.85 FTE</td> </tr> <tr> <td>7</td> <td>1</td> <td>8</td> <td>11</td> <td>5</td> <td>1</td> <td>8</td> <td>11.30 FTE</td> </tr> </tbody> </table> <p>Primary Management Time</p> <p>HTs 0.9 FTE</p> <p>DHTs 0.5 FTE</p> <p>PTs 0.2 FTE</p> | School | HT | DHT | PT | Faculty | Develop | Pastoral | Man Time | 1 | 1 | 3 | 1 | 7 | 1 | 5 | 5.89 FTE | 2 | 1 | 3 | 8 | 2 | 1 | 5 | 5.74 FTE | 3 | 1 | 3 | 9 | 3 | 1 | 4 | 5.74 FTE | 4 | 1 | 6 | 8 | 5 | 1 | 5 | 9.52 FTE | 5 | 1 | 5 | 13 | 2 | 1 | 8 | 10.11 FTE | 6 | 1 | 8 | 13 | 2 | 1 | 8 | 10.85 FTE | 7 | 1 | 8 | 11 | 5 | 1 | 8 | 11.30 FTE |
| School | HT | DHT | PT | Faculty | Develop | Pastoral | Man Time | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1 | 1 | 3 | 1 | 7 | 1 | 5 | 5.89 FTE | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 2 | 1 | 3 | 8 | 2 | 1 | 5 | 5.74 FTE | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 3 | 1 | 3 | 9 | 3 | 1 | 4 | 5.74 FTE | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 4 | 1 | 6 | 8 | 5 | 1 | 5 | 9.52 FTE | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 5 | 1 | 5 | 13 | 2 | 1 | 8 | 10.11 FTE | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 6 | 1 | 8 | 13 | 2 | 1 | 8 | 10.85 FTE | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 7 | 1 | 8 | 11 | 5 | 1 | 8 | 11.30 FTE | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Edinburgh (no agreement) | <p><u>Secondary</u></p> <p>Devolved to schools.</p> <p>Letter from LNCT Joint Secretaries with formula for PT time = time tabled teaching time + 1/3 personal time allowance + management time (locally agreed) + 5 hours (RTA) must not exceed 35 hours.</p> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Falkirk (LNCT agreement) | <p>The following minimum allocations will apply</p> <p><u>Primary/Nursery</u></p> <p>(i) Headteachers 0.4 FTE non class committed</p> <p>(ii) Depute Headteachers 0.3 FTE non class committed</p> <p>(iii) Principal Teachers 0.2 FTE non class committed</p> <p><u>Secondary</u></p> <p>(i) Depute Headteachers 1.0 FTE non class committed</p> <p>(ii) Principal Teachers 0.5 FTE non class committed</p> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Fife | <p>No LNCT agreement but on agenda for future LNCT meeting.</p> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

| Local Association | Allocation of Management Time | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|---------------------------|---|----------|-------------------|-----------------|------|-----------------|--|--|----|--|----|--|------|-----|----|------|-----|-----|--|------|-----|--|-----|------|-----|-----|---------|-----|--|--|--|--|--|---------|-----|-----|-----|-----|-----|-----|---------|-----|-----|-------|-----|-----|-----|---------|-----|-----|------|-----|-----|-----|------|-----|-----|--------|-----|-------|----------------|---|---|---|-------------------|---|---|---|--|---|---|---|--|---|---|---|--|---|---|---|--|---|---|---|--|---|---|---|--|---|---|---|--|
| Inverclyde (agreement) | <p data-bbox="581 212 748 237"><u>Primary Schools</u></p> <p data-bbox="581 258 659 283">Current</p> <table border="1" data-bbox="581 300 1344 653"> <thead> <tr> <th data-bbox="591 306 643 331">Post</th> <th data-bbox="699 306 751 331">Roll</th> <th data-bbox="797 306 899 331">Proposed</th> <th data-bbox="948 306 1000 331">Roll</th> <th colspan="3" data-bbox="1114 306 1321 331">Management Time</th> </tr> <tr> <th data-bbox="591 348 630 373">HT</th> <th></th> <th data-bbox="824 348 863 373">HT</th> <th></th> <th data-bbox="1086 348 1138 373">Roll</th> <th data-bbox="1187 348 1239 373">DHT</th> <th data-bbox="1287 348 1326 373">PT</th> </tr> </thead> <tbody> <tr> <td data-bbox="591 394 643 420">ST 1</td> <td data-bbox="699 394 751 420">198</td> <td data-bbox="824 394 876 420">DHT</td> <td></td> <td data-bbox="1086 394 1138 420"><150</td> <td data-bbox="1187 394 1239 420">0.2</td> <td></td> </tr> <tr> <td data-bbox="591 441 643 466">ST2</td> <td data-bbox="699 441 751 466">>199</td> <td data-bbox="824 441 876 466">PT1</td> <td data-bbox="948 441 1000 466">200</td> <td data-bbox="1053 441 1138 466">150-200</td> <td data-bbox="1187 441 1239 466">0.2</td> <td></td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> <td data-bbox="1053 487 1138 512">200-300</td> <td data-bbox="1187 487 1239 512">0.3</td> <td data-bbox="1287 487 1326 512">0.1</td> </tr> <tr> <td data-bbox="591 533 643 558">DHT</td> <td data-bbox="699 533 751 558">220</td> <td data-bbox="824 533 876 558">PT2</td> <td data-bbox="948 533 1000 558">300</td> <td data-bbox="1053 533 1138 558">300-400</td> <td data-bbox="1187 533 1239 558">0.4</td> <td data-bbox="1287 533 1326 558">0.1</td> </tr> <tr> <td data-bbox="581 579 652 604">AHT 1</td> <td data-bbox="699 579 751 604">325</td> <td data-bbox="824 579 876 604">PT3</td> <td data-bbox="948 579 1000 604">400</td> <td data-bbox="1053 579 1138 604">400-500</td> <td data-bbox="1187 579 1239 604">0.5</td> <td data-bbox="1287 579 1326 604">0.1</td> </tr> <tr> <td data-bbox="581 625 652 651">AHT2</td> <td data-bbox="699 625 751 651">500</td> <td data-bbox="824 625 876 651">PT4</td> <td data-bbox="948 625 1000 651">500</td> <td data-bbox="1086 625 1138 651">500+</td> <td data-bbox="1187 625 1239 651">0.6</td> <td data-bbox="1287 625 1326 651">0.1</td> </tr> </tbody> </table> <p data-bbox="581 674 773 699"><u>Secondary Schools</u></p> <table border="1" data-bbox="643 730 1117 1230"> <thead> <tr> <th data-bbox="643 737 721 762">School</th> <th data-bbox="764 737 816 762">DHT</th> <th data-bbox="846 737 924 762">PT(G)</th> <th data-bbox="948 737 1117 762">PT(Curriculum)</th> </tr> </thead> <tbody> <tr> <td data-bbox="678 793 691 819">1</td> <td data-bbox="784 793 797 819">3</td> <td data-bbox="865 793 878 819">4</td> <td data-bbox="948 793 1117 819">14 in all schools</td> </tr> <tr> <td data-bbox="678 850 691 875">2</td> <td data-bbox="784 850 797 875">3</td> <td data-bbox="865 850 878 875">4</td> <td></td> </tr> <tr> <td data-bbox="678 907 691 932">3</td> <td data-bbox="784 907 797 932">4</td> <td data-bbox="865 907 878 932">5</td> <td></td> </tr> <tr> <td data-bbox="678 963 691 989">4</td> <td data-bbox="784 963 797 989">4</td> <td data-bbox="865 963 878 989">5</td> <td></td> </tr> <tr> <td data-bbox="678 1020 691 1045">5</td> <td data-bbox="784 1020 797 1045">3</td> <td data-bbox="865 1020 878 1045">4</td> <td></td> </tr> <tr> <td data-bbox="678 1077 691 1102">6</td> <td data-bbox="784 1077 797 1102">3</td> <td data-bbox="865 1077 878 1102">4</td> <td></td> </tr> <tr> <td data-bbox="678 1134 691 1159">7</td> <td data-bbox="784 1134 797 1159">3</td> <td data-bbox="865 1134 878 1159">4</td> <td></td> </tr> <tr> <td data-bbox="678 1190 691 1215">8</td> <td data-bbox="784 1190 797 1215">4</td> <td data-bbox="865 1190 878 1215">5</td> <td></td> </tr> </tbody> </table> <p data-bbox="581 1262 1114 1287">Management time in secondary schools is as follows.</p> <p data-bbox="581 1318 1127 1344">DHTs will have maximum class contact of 12 periods.</p> <p data-bbox="581 1375 1230 1400">PTs Curriculum have a management time of 5 periods for a core.</p> <p data-bbox="581 1432 1399 1491">PT in schools under 750, 6 in schools above 750 with 3/4 periods management time for a PT with a flexible complement.</p> <p data-bbox="581 1522 1399 1610">Additional time is allocated according to subjects managed. PTs Guidance get management time according to caseload (150 pupils = 7 periods; 160 pupils = 8 periods, 181 pupils = 9 periods.</p> | Post | Roll | Proposed | Roll | Management Time | | | HT | | HT | | Roll | DHT | PT | ST 1 | 198 | DHT | | <150 | 0.2 | | ST2 | >199 | PT1 | 200 | 150-200 | 0.2 | | | | | | 200-300 | 0.3 | 0.1 | DHT | 220 | PT2 | 300 | 300-400 | 0.4 | 0.1 | AHT 1 | 325 | PT3 | 400 | 400-500 | 0.5 | 0.1 | AHT2 | 500 | PT4 | 500 | 500+ | 0.6 | 0.1 | School | DHT | PT(G) | PT(Curriculum) | 1 | 3 | 4 | 14 in all schools | 2 | 3 | 4 | | 3 | 4 | 5 | | 4 | 4 | 5 | | 5 | 3 | 4 | | 6 | 3 | 4 | | 7 | 3 | 4 | | 8 | 4 | 5 | |
| Post | Roll | Proposed | Roll | Management Time | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| HT | | HT | | Roll | DHT | PT | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| ST 1 | 198 | DHT | | <150 | 0.2 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| ST2 | >199 | PT1 | 200 | 150-200 | 0.2 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | | | | 200-300 | 0.3 | 0.1 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| DHT | 220 | PT2 | 300 | 300-400 | 0.4 | 0.1 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| AHT 1 | 325 | PT3 | 400 | 400-500 | 0.5 | 0.1 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| AHT2 | 500 | PT4 | 500 | 500+ | 0.6 | 0.1 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| School | DHT | PT(G) | PT(Curriculum) | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1 | 3 | 4 | 14 in all schools | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 2 | 3 | 4 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 3 | 4 | 5 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 4 | 4 | 5 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 5 | 3 | 4 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 6 | 3 | 4 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 7 | 3 | 4 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 8 | 4 | 5 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Midlothian (no agreement) | There is a formula for Headteachers/Depute Head Teacher relief. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Moray (LNCT agreement) | <p data-bbox="581 1766 1010 1791">Primary PTs – minimum 10 days annually.</p> <p data-bbox="581 1812 961 1837">Secondary PTs – devolved to schools.</p> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| North Lanarkshire (no) | Secondary – Management and PTs allocated periods based on sliding scale based | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

| Local Association | Allocation of Management Time | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|--|--|-------------------|--------------------|----------------|--------------------|----------------|--------------------|----------------|--------------------|-----------------|--------------------|---|---|----------|-----|-----|-----------------------|---------------------|-------------------|-----|---|---|-------|---|---|-------|---|---|--------|---|---|----|---|---|
| agreement) | <p>on job sizing scale point HT is not class committed.</p> <p>Primary – Roll related formula –</p> <table data-bbox="649 289 1096 506"> <tr> <td>Up to 149 pupils</td> <td>1.0 FTE (25 hours)</td> </tr> <tr> <td>150-220 pupils</td> <td>1.2 FTE (30 hours)</td> </tr> <tr> <td>221-325 pupils</td> <td>1.6 FTE (40 hours)</td> </tr> <tr> <td>326-500 pupils</td> <td>2.0 FTE (50 hours)</td> </tr> <tr> <td>Over 500 pupils</td> <td>2.4 FTE (60 hours)</td> </tr> </table> | Up to 149 pupils | 1.0 FTE (25 hours) | 150-220 pupils | 1.2 FTE (30 hours) | 221-325 pupils | 1.6 FTE (40 hours) | 326-500 pupils | 2.0 FTE (50 hours) | Over 500 pupils | 2.4 FTE (60 hours) | | | | | | | | | | | | | | | | | | | | | | | |
| Up to 149 pupils | 1.0 FTE (25 hours) | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 150-220 pupils | 1.2 FTE (30 hours) | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 221-325 pupils | 1.6 FTE (40 hours) | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 326-500 pupils | 2.0 FTE (50 hours) | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Over 500 pupils | 2.4 FTE (60 hours) | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Perth and Kinross (no agreement) | <p>Formula for Secondary DHTs = 0.2 FTE class committed</p> <p>Secondary PTs = devolved to schools.</p> <p>Primary DHTs – Management time allocated annually from cohort.</p> <p>Primary PTs – formula based but formula understood only by staffing.</p> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Renfrewshire (LNCT Agreement) | <p>Primary Schools – fixed element and roll related element</p> <table data-bbox="649 751 1112 1018"> <thead> <tr> <th>Roll</th> <th>DHT (Hours)</th> <th>PT (Hours)</th> </tr> </thead> <tbody> <tr> <td>0-149</td> <td>4</td> <td>2</td> </tr> <tr> <td>150-299</td> <td>4.5</td> <td>2.5</td> </tr> <tr> <td>300-449</td> <td>5</td> <td>3</td> </tr> <tr> <td>Over 450</td> <td>5.5</td> <td>3.5</td> </tr> </tbody> </table> <p>Secondary Schools</p> <p><u>DHTs</u></p> <ul style="list-style-type: none"> (a) 6 periods fixed (b) 1 period for every 250 pupils (or part of) on the school roll (c) “Deputising” time formula. 25 periods divided by number of DHTs rounded up. <p><u>PT Curriculum</u> (basic 3 periods)</p> <table data-bbox="625 1291 1177 1596"> <thead> <tr> <th>No of FTE Managers</th> <th>Staff Allocation</th> <th>Total (incl 3)</th> </tr> </thead> <tbody> <tr> <td>0-2</td> <td>1</td> <td>4</td> </tr> <tr> <td>2.1-5</td> <td>2</td> <td>5</td> </tr> <tr> <td>5.1-9</td> <td>3</td> <td>6</td> </tr> <tr> <td>9.1-14</td> <td>4</td> <td>7</td> </tr> <tr> <td>14</td> <td>5</td> <td>8</td> </tr> </tbody> </table> <p><u>PT Pastoral</u></p> <p>3 periods basic plus 1 period for every 35 pupils.</p> | Roll | DHT (Hours) | PT (Hours) | 0-149 | 4 | 2 | 150-299 | 4.5 | 2.5 | 300-449 | 5 | 3 | Over 450 | 5.5 | 3.5 | No of FTE Managers | Staff Allocation | Total (incl 3) | 0-2 | 1 | 4 | 2.1-5 | 2 | 5 | 5.1-9 | 3 | 6 | 9.1-14 | 4 | 7 | 14 | 5 | 8 |
| Roll | DHT (Hours) | PT (Hours) | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 0-149 | 4 | 2 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 150-299 | 4.5 | 2.5 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 300-449 | 5 | 3 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Over 450 | 5.5 | 3.5 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| No of FTE Managers | Staff Allocation | Total (incl 3) | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 0-2 | 1 | 4 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 2.1-5 | 2 | 5 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 5.1-9 | 3 | 6 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 9.1-14 | 4 | 7 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 14 | 5 | 8 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Scottish Borders (LNCT Agreement not yet in place due to budget) | <p>Primary Roll up to 145 - minimum 0.5 FTE</p> <p>Over 146 - non-teaching HT</p> <p>PT 0.1 FTE</p> <p>DHTs schools over 211, minimum 0.5 FTE</p> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

| Local Association | Allocation of Management Time | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|--|--|----------------|-------|-----|-------------------------|-----|-------------------------|----|---------|---|-----|---|-----|---|---|---|---|---|-----|-----------------|-------|---|---|---|---|---|----|---|----|---|----|---|----|---|----|---|------|---|------|----|------|
| | <p>Secondary</p> <p>All schools – non teaching HT</p> <p>DHTs – schools under 900 – 3 schools over 900 – 4</p> <p>A maximum of 25% teaching time is recommended.</p> <p>Pastoral management time</p> <p>PTs – aim towards 1/3 of total number of periods.</p> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| <p>South Ayrshire (LNCT Agreement reached but not implemented due to budget)</p> | <p>Present – roll related formula for secondary schools.</p> <p>PTs (Primary) 0.2 FTE management time.</p> <p>Proposed (when budget allows)</p> <table data-bbox="607 674 959 1073"> <thead> <tr> <th data-bbox="607 674 768 701">PT Scale Point</th> <th data-bbox="883 674 959 701">Hours</th> </tr> </thead> <tbody> <tr><td data-bbox="678 722 691 743">1</td><td data-bbox="938 722 951 743">2</td></tr> <tr><td data-bbox="678 764 691 785">2</td><td data-bbox="938 764 951 785">2</td></tr> <tr><td data-bbox="678 806 691 827">3</td><td data-bbox="922 806 967 827">2.5</td></tr> <tr><td data-bbox="678 848 691 869">4</td><td data-bbox="922 848 967 869">3.5</td></tr> <tr><td data-bbox="678 890 691 911">5</td><td data-bbox="922 890 967 911">4.5</td></tr> <tr><td data-bbox="678 932 691 953">6</td><td data-bbox="938 932 951 953">5</td></tr> <tr><td data-bbox="678 974 691 995">7</td><td data-bbox="938 974 951 995">6</td></tr> <tr><td data-bbox="678 1016 691 1037">8</td><td data-bbox="922 1016 967 1037">6.5</td></tr> </tbody> </table> <table data-bbox="607 1094 959 1577"> <thead> <tr> <th data-bbox="607 1094 768 1121">HDT Scale Point</th> <th data-bbox="883 1094 959 1121">Hours</th> </tr> </thead> <tbody> <tr><td data-bbox="678 1142 691 1163">1</td><td data-bbox="938 1142 951 1163">8</td></tr> <tr><td data-bbox="678 1184 691 1205">2</td><td data-bbox="938 1184 951 1205">9</td></tr> <tr><td data-bbox="678 1226 691 1247">3</td><td data-bbox="938 1226 967 1247">10</td></tr> <tr><td data-bbox="678 1268 691 1289">4</td><td data-bbox="938 1268 967 1289">11</td></tr> <tr><td data-bbox="678 1310 691 1331">5</td><td data-bbox="938 1310 967 1331">12</td></tr> <tr><td data-bbox="678 1352 691 1373">6</td><td data-bbox="938 1352 967 1373">13</td></tr> <tr><td data-bbox="678 1394 691 1415">7</td><td data-bbox="938 1394 967 1415">14</td></tr> <tr><td data-bbox="678 1436 691 1457">8</td><td data-bbox="922 1436 967 1457">14.5</td></tr> <tr><td data-bbox="678 1478 691 1499">9</td><td data-bbox="922 1478 967 1499">15.5</td></tr> <tr><td data-bbox="678 1520 691 1541">10</td><td data-bbox="922 1520 967 1541">16.5</td></tr> </tbody> </table> <p>Pts should follow same formula</p> | PT Scale Point | Hours | 1 | 2 | 2 | 2 | 3 | 2.5 | 4 | 3.5 | 5 | 4.5 | 6 | 5 | 7 | 6 | 8 | 6.5 | HDT Scale Point | Hours | 1 | 8 | 2 | 9 | 3 | 10 | 4 | 11 | 5 | 12 | 6 | 13 | 7 | 14 | 8 | 14.5 | 9 | 15.5 | 10 | 16.5 |
| PT Scale Point | Hours | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1 | 2 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 2 | 2 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 3 | 2.5 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 4 | 3.5 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 5 | 4.5 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 6 | 5 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 7 | 6 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 8 | 6.5 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| HDT Scale Point | Hours | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1 | 8 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 2 | 9 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 3 | 10 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 4 | 11 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 5 | 12 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 6 | 13 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 7 | 14 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 8 | 14.5 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 9 | 15.5 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 10 | 16.5 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| <p>West Dunbartonshire</p> | <p>Agreement in Primary</p> <table data-bbox="643 1734 1029 1902"> <tbody> <tr><td data-bbox="643 1734 683 1755">HT</td><td data-bbox="760 1734 846 1755">1 FTE</td></tr> <tr><td data-bbox="643 1776 691 1797">DHT</td><td data-bbox="743 1776 1029 1797">0.4 FTE management time</td></tr> <tr><td data-bbox="643 1818 691 1839">DHT</td><td data-bbox="743 1818 997 1839">0.6 FTE (roll over 220)</td></tr> <tr><td data-bbox="643 1860 675 1881">PT</td><td data-bbox="743 1860 846 1881">0.1 FTE</td></tr> </tbody> </table> | HT | 1 FTE | DHT | 0.4 FTE management time | DHT | 0.6 FTE (roll over 220) | PT | 0.1 FTE | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| HT | 1 FTE | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| DHT | 0.4 FTE management time | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| DHT | 0.6 FTE (roll over 220) | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| PT | 0.1 FTE | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

| Local Association | Allocation of Management Time | | | | | | | | | | |
|-------------------|---|----|----|--------|----------|---------|---------------|---------|---------------------|------|---------------------------------|
| | <p data-bbox="578 212 699 237">School Roll</p> <table data-bbox="706 254 1203 474"> <tr> <td data-bbox="764 254 797 279">50</td> <td data-bbox="841 254 878 279">HT</td> </tr> <tr> <td data-bbox="719 302 797 327">50-149</td> <td data-bbox="841 302 959 327">HT + DHT</td> </tr> <tr> <td data-bbox="706 350 797 375">150-219</td> <td data-bbox="841 350 1013 375">HT + DHT + PT</td> </tr> <tr> <td data-bbox="706 399 797 424">220-325</td> <td data-bbox="841 399 1068 424">HT + DHT (0.6) + PT</td> </tr> <tr> <td data-bbox="737 447 797 472">326+</td> <td data-bbox="841 447 1203 472">HT + DHT (0.6) + DHT (0.4) + PT</td> </tr> </table> | 50 | HT | 50-149 | HT + DHT | 150-219 | HT + DHT + PT | 220-325 | HT + DHT (0.6) + PT | 326+ | HT + DHT (0.6) + DHT (0.4) + PT |
| 50 | HT | | | | | | | | | | |
| 50-149 | HT + DHT | | | | | | | | | | |
| 150-219 | HT + DHT + PT | | | | | | | | | | |
| 220-325 | HT + DHT (0.6) + PT | | | | | | | | | | |
| 326+ | HT + DHT (0.6) + DHT (0.4) + PT | | | | | | | | | | |
| | No Agreement in secondary schools former Strathclyde formula | | | | | | | | | | |