

Heather Barnes
Director of Personnel & Performance

TO: HEADTEACHERS OF ALL DEVON SCHOOLS

County Hall
Topsham Road
Exeter
Devon
EX2 4QU

Your ref: Date: 9 November 2006 Phone: e-mail:
My ref: HB/DM/jg/J.E Please ask for: Fax:

Dear Colleague

JOB EVALUATION PROCESS

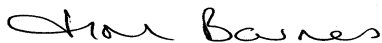
We write to advise that in response to representations made by DAPH, DASH and SHAD the current timetable for best fitting post-holders to job profiles in schools for Job Evaluation (i.e. by 17 November 2006) is being delayed.

It is recognised that further engagement between representative headteachers and the J.E negotiating group (Director of Personnel & Performance and Trade Unions) will be beneficial to the work done to date on job profiles, and a meeting will be held during w/c 13 November to clarify a revised timetable.

It is important to stress that the work already undertaken by the majority of schools on the exercise will remain useful and valid to that process. Indeed, it is through that very exercise that a number of challenges have presented for some schools which require further working.

Details regarding a revised agreed best fitting timetable will be communicated as soon as possible. Meantime, let us re-state that we do want to work with you in this exercise and work done to date should be held by you pending further advice.

Yours faithfully



Heather Barnes
Director of Personnel & Performance



Deborah Magill
Deputy Director, CYPS