

Policy and Resources (Vacancy Monitoring) Sub-Committee

Request to Fill a Vacancy Graded NLC12 and Above

Service: Learning & Leisure Services	Division:				
Section: Psychological Service	Post: Depute Principal Educational Psychologist				
Grade:	Current Salary Scale: £ 54927				
Date vacancy occurred: Present post holder leaves post on 4 th August.					
Reason for vacancy: The present post holder has been appointed to an Area Principal Psychologist post with Glasgow City Council.					
<p>What are the consequences of not filling this post?</p> <p>The present post holder manages 2 office bases.</p> <p>Depute Principal Psychologists within North Lanarkshire Council carry a high level of responsibility for the leadership and operational management of an area team of psychologists. The post is essential for the operation of the service and for service delivery within the geographical areas served by the north and south teams. Depute Principals also contribute to children's services planning within North Lanarkshire by representing the service on sub groups and liaising at locality level with partner agencies. If the post remains unfilled there will be significant impact on the ability of the service to deliver across the 5 core functions and to contribute to children's services planning.</p>					
<p>What alternatives to filling the post have been considered and why is it considered that these alternatives are not appropriate?</p> <p>It would not be possible to assign duties to other staff members as the SJNCT terms and conditions stipulate that only principal and depute principal psychologists can carry line management and budget responsibility within a psychological service. If the post remains unfilled there would be a need for significant reorganisation of the service which would reduce effectiveness and efficiency.</p>					
<p>The following documents are enclosed with this form: (✓)</p> <table style="width: 100%; border: none;"> <tr> <td style="width: 70%;">1. Job Description</td> <td style="width: 30%; text-align: center;"><input type="checkbox"/> ✓</td> </tr> <tr> <td>2. Organisational Chart (detailing location of post in structure and including number of posts at same level)</td> <td style="text-align: center;"><input type="checkbox"/> ✓</td> </tr> </table>		1. Job Description	<input type="checkbox"/> ✓	2. Organisational Chart (detailing location of post in structure and including number of posts at same level)	<input type="checkbox"/> ✓
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<p>I confirm that, for the reasons set out above, that the filling of this vacancy is considered essential.</p>					

Signature Executive Director: <i>W. Pollock</i>	Date: 25, 8, 2013
Human Resources use:	
Date of Vacancy Monitoring Sub-Committee _____	
APPROVE / NOT APPROVE / CONTINUE	

North Lanarkshire Council

Job Description

Service:	Learning & Leisure
Division:	Educational Resources
Job Title:	Depute Principal Educational Psychologist
Post Reference:	T001/13/001A
Responsible to:	Principal Educational Psychologist
Grade:	Scale Point 4
Conditions of Service:	Teaching Conditions except for hours and annual leave

Job Outline:

Main Duties and Responsibilities:

- Duties are in line with SJNCT 'Scheme of Salaries and Conditions of Service for Teaching Staff in School Education', as prescribed for Depute Principal Educational Psychologists.
- The Depute Principal Educational Psychologist will assist the Principal Educational Psychologist to discharge the duties of his/her post and deputise in his/her absence.
- The Depute Principal Educational Psychologist is part of a senior management team which oversees the strategic and operational management of the Psychological Service. In addition to strategic and operational management of the service, members of the senior management team contribute to strategic planning in Learning and Leisure Services.

Job Activities:

1. Line management of psychologists based in one of North Lanarkshire Psychological Service's teams.
2. Line management of relevant clerical staff.
3. Line management of Research and Development Officers as required.
4. Management of part of the overall budget delegated to the psychological service.
5. Provision of professional support and advice to psychological service team members.
6. Contribution to the self evaluation and quality assurance functions of Psychological Service Senior Management Team

7. Contribution to the promotion of the professional development needs of staff in line with individual and service needs and within the framework of professional requirements.
8. Support for the development of Psychological Service values and strategic frameworks to meet local and national priorities.
9. Contribution to North Lanarkshire Council children's services planning, including the preparation of written reports as appropriate.
10. Liaison with other agencies on behalf of the service and/ or Learning and Leisure Services.

Psychological Service Management Structure

