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Education and Families  
**Head Teacher**  
Mrs M Reid  
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Dear Parent/Carer

Some of you may already know that there has been a realignment of Early Years Practitioner (NLC9) posts across North Lanarkshire Council, and this has been ongoing since 2023. The realignment has meant that the proposed options available to the affected cohort of Early Learning & Childcare Practitioners (NLC9) are set out below:

The proposed options available to (NLC9) were:

1. Voluntary Redundancy Severance (VRS)
2. Redeployment to an Early Learning & Childcare Lead Practitioner (NLC 9) vacancy
3. Redeployment to an Early Learning & Childcare Key Worker (NLC 7) position with 18 months' salary protection
4. Redeployment to wider available vacant posts within the Council.

With the above in mind, I write to inform you that Mrs Mair and Miss Nodira who are both (NLC9) have opted for the voluntary redundancy (VRS), option 1. That means that both ladies will be leaving us when we break up for Summer. Mrs Mair has worked in Early Years for 26 years and has spent most of her career (21 years) here at New Monkland Nursery and Miss Nodira has worked with NLC for 10 years and has been with us at New Monkland Nursery for 7 years.

I'm sure you will agree they will be greatly missed by us all and will be a loss to our New Monkland family. With that being said we will make sure that the ladies get the send off they deserve and I'm sure you'll all join us in wishing them well for the future. We will be in touch with nursery staffing for the new session once staffing has been confirmed.

**Kind Regards**

**M. Reid (Headteacher)**

