

4 November 2015

JS/15/59

Dear Colleague

**Urgent Update Request - Pay and Conditions Agreement 2011 – Conservation Arrangements**

The SNCT Joint Secretaries are seeking an urgent update on the position relating to the numbers of post holders appointed to promoted posts before 1 April 2001, who are currently entitled to the higher salary until 31 March 2016. Under the terms of the SNCT Pay and Conditions Agreement of 2011, these post holders will revert to the Job Sized salary or Main Grade scale for the post held from 1 April 2016.

Information supplied by a number of councils earlier this year in response to the Joint Secretaries' Letter JS15/53 suggested that a significant number of teachers were likely to be affected by the loss of lifetime conservation. The SNCT Support Group is therefore keen to review updated information on this issue from all 32 Councils at its next meeting on 26 November 2015.

Please therefore provide the information requested below to Angela Smith at [asmith@eis.org.uk](mailto:asmith@eis.org.uk) by **close of business on Wednesday 18 November 2015**.

1. Number of post holders affected by grade:

Headteacher	Depute	Principal Teacher	Total

2. Actions your authority has taken or agreed with these post holders following the change to lifetime conservation on 1 April 2016.

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**Please note that this information is only required in relation to those teachers whose pay is currently conserved as set out in the SNCT Handbook. Those former Senior Teachers (STs) or Assistant Principal Teachers (APTs) who chose to become classroom teachers when these posts were abolished were assimilated to Point 3 of the pay scale for Chartered Teachers. Pay assimilation is set out in the SNCT Handbook, Part 2, Section 1, paragraph 1.29, and therefore these teachers are not subject to conservation arrangements. Those who assimilated are entitled to the pay rises set out in the 2013 -2015 Pay Agreement and any subsequent increases. Similarly, teachers on the Chartered Teacher scale have pay protected through the 2011-13 Pay and Conditions Agreement and are not conserved.**

We apologise for the short timescales involved in this request, and appreciate your assistance in progressing this matter.

Yours sincerely

Tom Young (Employers' Side)

Drew Morrice (Teachers' Panel)

Stephanie Walsh (Scottish Executive)

**Joint Secretaries**

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