

22 June 2018

**SNCT/18/63**

Dear Colleague

**Conservation Arrangements: Changes to the SNCT Handbook (2018)**

The Scottish Joint Negotiating Committee for Teachers (SNCT) reached a Pay and Conditions Agreement in 2011. The SNCT Handbook was subsequently amended to take account of the various changes to the conservation arrangements. Certain arrangements were in place from 1 April 2011 until 31 March 2016. These arrangements are outlined below.

**Conservation**

**Conservation – General Provisions**

- 1.63 The application of cash conservation will commence at the date at which the downgrading of the salary for the post, transfer or cessation of temporary appointment takes effect. During the period of cash conservation, the post holder will continue to receive his/her previous salary but will not receive any increase resulting from pay awards (other than in the circumstances outlined in 1.64 below). At the end of the period, the cash conservation will end, and the post holder will then receive the normal salary for the post she/he now holds.
- 1.64 During any period of conservation, when the normal salary for the post occupied exceeds the conserved salary being paid (for example, through the application of pay awards), the post holder will receive the normal salary for the post with effect from that date.
- 1.65 Conservation of salary will cease following voluntary application for, and appointment to, a new post.
- 1.66 There shall be no entitlement to conservation of salary where;
- (a) a teacher is transferred and ceases to be entitled to receive a remote school/distant island allowance payable (in terms of paragraph 1.72) below) or suffers a reduction in the amount of such an allowance; or
  - (b) a teacher refuses unreasonably, on two occasions, to accept an alternative equivalent, or better, post.

## **Conservation – Specific Provisions**

### **Conservation for Promoted Post Holders appointed on or after 1 April 2001**

1.67 A promoted post holder appointed to a promoted post on or after 1 April 2001 and: -

- (a) whose post is resized and the salary is downgraded; or
- (b) who is transferred, for reasons other than inefficiency or indiscipline, to another post which has a lower salary.

shall receive a three-year period of cash conservation, (as defined in paragraphs 1.63 and 1.64 above).

### **Conservation for Promoted Post Holders appointed before 1 April 2001**

1.68 A promoted post holder appointed to a post before 1 April 2001 and: -

- (a) whose post has been re-sized and the salary has been downgraded; or
- (b) who has been transferred, for reasons other than inefficiency or indiscipline, to another post, which has a lower salary; and
- (c) is in receipt of a conserved salary at 31 March 2011;

shall from 1 April 2011 until 31 March 2016 continue to receive her/his previous salary but will not receive any increase resulting from pay awards (other than in circumstances outlined in paragraph 1.64 above.) From 1 April 2016, the cash conservation will end and the post holder will then receive the normal salary for the post she/he now holds.

1.69 A promoted post holder appointed to a promoted post before 1 April 2001 and: -

- (a) whose post is resized between 1 April 2011 and 31 March 2013 and the salary is downgraded; or
- (b) who is transferred between 1 April 2011 and 31 March 2013 for reasons other than inefficiency or indiscipline, to another post which has a lower salary.

shall from 1 April 2011 until 31 March 2016 continue to receive her/his previous salary but will not receive any increase resulting from pay awards (other than in circumstances outlined in paragraph 1.64 above.) From 1 April 2016, the cash conservation will end and the post holder will then receive the normal salary for the post she/he now holds.

- 1.70 A promoted post holder appointed to a promoted post before 1 April 2001 and: -
- (a) whose post is resized after 1 April 2013 and the salary is downgraded; or
  - (b) who is transferred after 1 April 2013, for reasons other than inefficiency or indiscipline, to another post which has a lower salary.

shall receive a three-year period of cash conservation, as defined in paragraphs 1.63 to 1.64 above.

### **Conservation for Promoted Post Holders with Temporary Appointments**

- 1.71 Where a teacher has occupied a promoted post, on a temporary basis, for two or more consecutive school years and that temporary appointment ceases, then the teacher shall receive a three-year period of cash conservation (as defined in paragraph 1.63 above)

Since these arrangements have now ended, references to them have been removed from the SNCT Handbook.

Holders of the Handbook should remove the existing Paragraphs 1.63 to 1.71 and insert the updated versions in their place.

Yours sincerely

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Louise Wilson (Teachers' Panel)  
Stephanie Walsh (Scottish Government)

**Joint Secretaries**