

JS/11/28

12 July 2011

Dear Colleague

Prolonged Sickness and Annual Leave

In revising the SNCT Handbook to take account of the introduction of days of school closure the Joint Secretaries are aware that the relationship between statutory leave entitlement and compensatory leave provision remains ambiguous.

For the avoidance of doubt you should be aware that, in any one leave year, a teacher or music instructor who has an entitlement to compensatory leave as per paragraph 6.35 of the SNCT Handbook does not have that entitlement extinguished because he/she has taken, or will be able to take, sufficient leave to satisfy the statutory leave entitlement of 28 days. It is only in circumstances where leave is carried forward that the total of statutory entitlement and compensatory entitlement should not exceed 28 days.

We believe that the redrafting of Part Two, Section 6, paragraphs 6.35 to 6.41 makes this clear.

It is clear that such days may be used to facilitate a phased return to work. The Joint Secretaries commend this approach.

Yours sincerely

Tom Young (Employer's Side)
Drew Morrice (Teachers' Panel)
Stephanie Walsh (Scottish Government)

Joint Secretaries

COSLA
Verity House
19 Haymarket Yards
EDINBURGH
EH12 5BH
T: 0131 474 9200
F: 0131 474 9292
E: tomy@cosla.gov.uk

Teachers' Panel
46 Moray Place
Edinburgh
EH3 6BH
T: 0131 225 6244
F: 0131 220 3151
E: dmorrice@eis.org.uk

Scottish Government Learning Directorate
2A South Victoria Quay
Edinburgh
EH6 6QQ
T: 0131 2440230
F: 0131 244 0957
E: Stephanie.walsh@scotland.gsi.gov.uk