

Update on SNCT Working Groups 22 June 2011

Conditions of Service Working Group

Following the meeting on 16 June, the Working Group wishes to draw the following to the attention of the full SNCT:

- (i) Conservation – The Working Group has concluded work on draft circular 11/26 and draft changes to the Handbook. In addition, the Working Group has drafted a Joint Secretaries' letter to cover the requirement in the Agreement for Councils to engage constructively with those who had lifetime conservation of salary.
- (ii) Family Leave – The Working Group has revised the SNCT Handbook, Part Two, Section 7 to take account of changes to maternity leave arising from the 2011 Pay and Conditions Agreement and changes to additional paternity leave and additional statutory paternity pay arising from the changes in Paternity Leave Regulations. The SNCT also requires to approve a Joint Secretaries' letter relating to transitional arrangements required for those who have maternity leave under current provisions.
- (iii) Short Term Supply Teachers – Draft changes to the SNCT Handbook dealing with the pay, duties and working hours of short term supply teachers will be tabled. The Working Group has considered a Code of Practice on the Engagement of Short Term Supply Teachers. This will require changes to the Codes of Practice on the use of fixed term and temporary contracts. The SNCT is asked to give powers to finalise these Codes at the conclusion of the SNCT meeting.
- (iv) Annual Leave – Changes to Section 5 of the SNCT Handbook are required. It is believed that LNCTs should set out the local pattern of days of school closure taking account of the SNCT and the number of days leave which will be taken under the new provisions. The Working Group has also considered a notional calculation to be applied to determine leave on termination and for calculating maternity leave entitlement. The fraction of paid leave to leave days (40 + 26) would give a 0.606 calculation. The Working Group has not resolved whether balance of leave should be based on the actual pattern or based on notional figures.
- (v) Sickness Allowance – A small change is required in this section. However, further work is required to ensure compensatory leave following sickness during school holidays can be retained.

Monitoring – The Working Group recommends to the SNCT that the monitoring of the Pay and Conditions Agreement should initially be undertaken by the Review of Conditions of Service Working Group.