

Education and Skills

SNCT : Agreement on Changes to Terms and Conditions

Payment of Accrued Annual Leave

Implementation Date: 01 September 2011

The implementation of the above Agreement requires a change in the way that North Ayrshire Council pay accrued annual leave to short-term (timesheet paid) teachers for up to 8 weeks duration.

Current Situation:

At present the accrued annual leave is paid with each salary prior to a school holiday period i.e. payment of accrued annual leave will be paid in months September, December, March and June. The amount of accrued annual leave paid does not exceed the number of days the teacher is on annual leave i.e. in September the supply teacher would get paid a maximum of 5 days holiday pay to cover the October holiday period.

This method of paying accrued annual leave was introduced in order that the payment of holidays was spread over the full year, thus leaving the balance of accrued annual leave to be paid in the month of July.

Proposal:

The changes now being implemented in accordance with the SNCT Agreement state that short-term supply teachers should be paid accrued leave at the end of their engagement. This means that a supply teacher will require to be paid accrued annual leave on a monthly basis.

Therefore, it is intended that Finance (Payroll) will implement this change and update their systems accordingly. A supply teacher will now receive a salary slip which clearly defines salary for hours worked and accrued holiday payment for hours worked.

This information is stated on the short-term temporary work contract letter being issued by the schools. Also, the teacher supply pack will be updated to inform teachers of the new conditions and payment terms with regard to accrued leave.