

1 April 2014

LNCT/14/03

Sickness and Annual Leave: Teachers & Music Instructors - Compensatory Leave

The SNCT has reached agreement on Compensatory Leave which outlines the conditions whereby employees will accrue compensatory leave in any one leave year and the following applies with immediate effect.

6.35 Where a teacher or music instructor, owing to certified absence, as set out in paragraphs 6.20 to 6.30, has been incapacitated for a continuous period of 8 consecutive days or more, the employee will accrue compensatory leave if the following conditions are met. For each certified absence the employee will accrue compensatory leave of 2 days for every 5 days of designated annual leave which cannot be taken, subject to a maximum credit of 8 such days accruing in any one leave year.

6.36 In agreement with the council, this *compensatory leave entitlement* shall be taken by the employee following his/her return to work. The timing of this leave is subject to the overriding needs of the service and should normally be taken in the term in which the return to work takes place or within the following term.

You will recall that teachers now have 40 days paid annual leave and the remainder of the holidays are designated as school closure days. It is only during the annual leave period that compensatory leave can be accumulated. The designated annual Leave within Aberdeenshire are as follows:

- October: First 7 weekdays
- December: First 7 weekdays
- April: First 6 weekdays
- July: First 20 weekdays

Please note that the 8 days specified in 8.35 above include weekends but it must include 5 days of annual leave. For example if signed off on the last Friday of term and remains signed off until the following Saturday then that qualifies as 8 consecutive days including 5 annual leave days and so qualifies for 2 compensatory leave days.

Yours sincerely

Margaret Mackay (Employers' Side)
Pat Flanagan (Teachers' Panel)

LNCT Joint Secretaries