



SOUTH AYRSHIRE COUNCIL

**JOINT NEGOTIATING
COMMITTEE FOR TEACHERS**

**Teachers Winding Down
(JNCT1.4)**

Introduction

The Winding Down Scheme allows those teachers eligible to apply to work part time in the five years before retirement age while preserving their previous pension expectations.

Eligibility for entry to the Winding Down Scheme

- Must be a GTC registered teacher aged between 56 and 65 years of age
- Requires to have a minimum of 25 years teaching service of which the last 10 years must have been full time service. A credit of up to 5 years for a break or breaks in service will count as qualifying service
- The contract of employment for winding down employment must be at least 0.5 full time equivalent.

Benefits under the scheme

- Each year of service under the part time contract will count as one full year for pension benefit calculation purposes
- The final pensionable salary, for benefit calculation purposes, will be the salary that the teacher received in the 365 days prior to entering winding down employment. This salary will also be re-valued (using the Retail Price Index) to the actual point of retirement.
- When winding down the pension contributions which employer and employee contribute are reduced as they are paid on the part time earnings

Conditions attached to the Winding Down Scheme

- 1) Participation in the winding down scheme within South Ayrshire Council can only be granted with the consent of the Director of Educational Services or his representative based on the needs of the Service.
- 2) The post offered under the Winding Down Scheme will be at the discretion of the Director of Educational Services or his representative. This post may be in the teacher's current location, an alternative specified location, within the permanent peripatetic supply pool or some other location depending on the overall needs of the Service.
- 3) The contractual hours worked under the winding down agreement must be no less than 0.5 full time equivalent and no more than 0.8 fte. Every effort will be made to set fixed days/hours at the beginning of each academic year.
- 4) *The actual hours will be agreed at the beginning of the four year period based on the needs of the service. There is however further scope for the hours to be increased, after full discussion with the employee, his/her trade union representative and the Director of Educational Services or his representative.*
- 5) It is permissible for teachers within the Winding Down Scheme to undertake short term supply work with schools within South Ayrshire Council.
- 6) There is no guarantee that location entered into in year one of the winding down scheme will remain static for the entire duration of the winding down scheme however due regard will be paid to the wishes of the teacher where possible.

- 7) The maximum employment in the Winding Down Scheme will be 4 years. If at the end of the four year period a teacher chooses to revert back to full time teaching the following applies :
- a. There is no automatic right to a full time contract.
 - b. The full time pensionable service awarded under the Winding Down Scheme will revert to part time contribution equal to the contractual hours worked.
 - c. The final pensionable salary, for benefit calculation purposes will be based on the 365 days earnings prior to the actual date of retirement.

Procedure for Applying to enter the winding Down Scheme

- Applications for Winding Down should normally be made in writing, on the application form attached, to the Director of Educational Services or his representative by 31 March each year to commence in August of the following session. Such requests must be accompanied by a statement from the Head Teacher who is required to provide information about the staffing implications within that particular school of granting the request. In exceptional circumstances and following discussion with the Authority representative, the employee and their trade union representative, winding down may be granted outwith this timeframe.
- Winding down will only commence once the remaining part of the post has been filled, where necessary.
- In the event of a winding down request being refused, applicants can re-apply once in each academic year.
- If a request for winding down is submitted by 31 March as advised above, a decision one way or another will be communicated to the applicant no later than 2 weeks prior to the end of term in June each year.

SOUTH AYRSHIRE COUNCIL
EDUCATIONAL SERVICES

APPLICATION FOR ENTRY TO THE WINDING DOWN SCHEME
(applicants must be 56 years of age or older with at least 25 years service)

Personal Details

Name : _____

Home Address : _____

Date of Birth : _____

Superannuation No : _____

Current school : _____

Post held * : _____

* Give subject details if secondary school teacher

Details about winding down request

Requested fte pointage (must be at least 0.5)

Please circle below preferred working pattern (nb this pattern would need to be fully agreed at school level and may be subject to change in subsequent years depending on timetable requirements)

<u>Monday</u>	<u>Tuesday</u>	<u>Wednesday</u>	<u>Thursday</u>	<u>Friday</u>
am	am	am	am	am
pm	pm	pm	pm	pm

Please circle your preferred placement : within my current school / transferred elsewhere

I am aware that there is no automatic right for entry into the winding down scheme nor, if it is granted, is there a guarantee that this will take place within my current school.

SIGNATURE: _____ DATE : _____