



SOUTH AYRSHIRE COUNCIL

**JOINT NEGOTIATING COMMITTEE
FOR TEACHERS**

**Removal of Lifetime Conservation (2016)
(JNCT1.15)**

1. Background

- 1.1 Amendments have been made to the Scottish Negotiating Committee for Teachers Handbook to reflect changes required by SNCT Pay and Conditions Agreement 2011. These changes have, as well as other changes, resulted in the removal of lifetime salary conservation. This affects those teachers appointed to a promoted post before 1 April 2001 for whom the previous terms of SNCT Handbook, Part 2, Section 1, paragraph 1.63 applied. Appendix 1 details a subject and age analysis of those teachers affected within South Ayrshire Council.
- 1.2 In accordance with SNCT Handbook Part 2, Section 1, paragraph 1.63 this means that from 1 April 2011, a promoted post holder currently in receipt of a lifetime conservation shall receive a period of cash conservation (as defined in SNCT Handbook, Part 2, Section 1, paragraph 1.64) until 31 March 2016 after which the conservation arrangements will cease to apply.
- 1.3 From 1 April 2011 until 31 March 2013, a promoted post holder appointed to a post before 1 April 2001 and:
- (a) whose post is re-sized during that period and salary is downgraded; or
 - (b) who is transferred during that period, for reasons other than inefficiency or indiscipline, to another post, which has a lower salary;
- shall receive a period of cash conservation (as defined in SNCT Handbook, Part 2, Section 1, paragraph 1.64) until 31 March 2016 after which the conservation arrangements will cease to apply.
- 1.4 From 1 April 2013, any promoted post holder appointed to a post before 1 April 2001 and;
- (a) whose post is re-sized during that period and salary is downgraded; or
 - (b) who is transferred during that period, for reasons other than inefficiency or indiscipline, to another post, which has a lower salary;
- Shall be entitled to a period of three years cash conservation.
- 1.5 The position of teachers formerly Assistant Principal and Senior Teachers remains unchanged and will continue to apply the provisions detailed in SNCT Handbook, Part 2, Section 1, paragraph 1.29.

2 The Proposals

- 2.1 In order to try to minimise the impact on those teachers who are losing this conservation, South Ayrshire Joint Negotiating Committee for Teachers will consider options detailed in this agreement. Educational Services staff will liaise with those teachers directly affected no later than June 2015 and discuss various options detailed below. This will be done on an individual basis by 1st April 2016. As this change will take effect from 1st April 2016, these options will be considered under the current regulations/JNCT agreements at the appropriate time.

a) Redeployment into a vacant post to reduce salary conservation costs

Educational Services staff will consider individual cases and seek to identify suitable vacancies for those subject areas (see Appendix 1) at the appropriate salary. This will be carried out in conjunction with the annual staffing exercise in May of each year or as part of any management re-structures which may take place. Where the service, skills and post-specific experience of two or more promoted staff at a particular grade is identical the normal guidelines contained within relevant JNCT/National agreement will apply.

b) Ring fenced interviews

Applications for any vacancies outwith the normal staffing exercise or management re-structure may be limited to conserved promoted post holders in the first instance.

c) Commensurate Duties

In order for an individual to sustain current level of salary, commensurate duties may be identified and given to a post holder either in their own school or at Council level. Teachers will be consulted on an individual basis by Educational Services staffing team.

d) Winding Down

The Winding Down Scheme allows those teachers eligible to apply to work part time in the five years before retirement age while preserving pension expectations. To be eligible for entry to the Winding Down Scheme you must

- 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 in full time service. A credit of up to 5 years for a break or breaks in service will count as qualifying experience
- The contract of employment for winding down must be at least 0.5 full time equivalent

Further information and procedures for applying can be found in JNCT1.4 available on the Wire or Glow.

e) Premature Retirement / Voluntary Severance

The use of Premature Retirement and Voluntary Severance packages will be limited and will normally only be used to avoid the possibility of declaring compulsory redundancies. However, in considering the use of the scheme under these circumstances it is essential that no staff shortages result and that the teachers selected for premature retirement or voluntary service are the most cost effective for the Authority. Eligibility to participate in the Premature Retirement Scheme is limited to those employees who

- Are members of the Teachers' Superannuation Scheme
- Are age 55 or over
- Have completed at least 2 years teaching service which is reckonable for pension purposes
- Whose employment is ending due to "redundancy" or "in the interest of the efficient exercise of the employer's functions".

Further information can be found in JNCT1.6 and South Ayrshire Council's Managing Change Policy.

Secondary

Across secondary there are currently 29 employees on lifetime conservation.

Age Banding	Current	*Projected
45-49	5	4
50-54	7	7
55-59	16	13
60-64	1	1
	29	25

***Assuming 0.05% pay award each year 2014 - 2016**

Subject Analysis

Subject	Total
Head Teacher (60-64) (£5145)	1
Depute Head Teacher (45-49) (£2865)	1
Art (50-54; 55-59) (£3081)	2
Business Studies (50-54; £1743 55-59; £2449)	2
Computing (45-49; £1743 55-59; £1428)	2
English (55-59) (£777)	1
Geography (50-54; £2328 55-59; £1548)	2
Guidance (45-49; £2328 55-59x2 £777; £4629)	4
Home Economics (55-59 x2 £777; £1800 50-54; £1800)	4
History (55-59; £3348)	1
Modern Languages (45-49; £246)	1
Modern Studies (55-59; £3081)	1
Music (50-54x2; £3081; £1800)	2
PE (45-49; £777; 55-59; £489)	2
Pupil Support (55-59; £489)	1
RE (55-59; £1800)	1
Technical (55-59; £489)	1
	29