

21 December 2015

**JS/15/63****Family Leave – Consistency of Practice across Councils**

Dear Colleague

The SNCT Support Group met on 26 November 2015 and asked the Joint Secretaries to remind LNCTs that continuous service provisions for all Family Leave contained in Section 7 Paragraph 7.1.2 of the Handbook of Conditions of Service are to be applied consistently when a teacher moves employment between Councils. For ease of reference Paragraph 7.1.2 is reproduced below:

**For all Family Leave**

7.1.2 Any previous employment with councils, employers listed in the Redundancy Payment (Local Government) (Modification) Order 1990 (as amended) and any other employment deemed by the council to be relevant, should be counted as continuous service (as defined in the Employment Rights Act 1996) subject to a gap in employment not exceeding one working week.

Thank you for your support in this matter.

Yours sincerely

Tom Young (Employers' Side)  
Drew Morrice (Teachers' Panel)  
Stephanie Walsh (Scottish Government)

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