

18 March 2016

JS/16/65

Pay & Conditions Agreement 2011 - Conservation Arrangements

Dear Colleague

Under the provisions of the 2001 Agreement, **A Teaching Profession for the 21st Century**, members who were in promoted posts prior to 1 April 2001 retained lifetime conservation as long as they remained in the post held on 1 April 2001. The Pay and Conditions Agreement in 2011 ended lifetime conservation. Those who were entitled to lifetime conservation had a period of cash conservation, as set out in the SNCT Handbook, Part 2, paragraph 1.68, from 1 April 2011 to 31 March 2016. From 1 April 2016 their salary will revert to their job sized salary if they hold a promoted post or to Point 6 of the Main Grade Teachers' scale if they are no longer in their promoted post.

You will be aware that the salary year for teachers runs from 1 August to 31 July and the leave year from 1 September to 31 August. With this in mind those affected by the above arrangement will be entitled to payment for accrued leave at their higher rate of pay up to 31 March. In most cases this would mean for the March/April holiday period they will still be entitled to their higher rate of pay. Superannuation contributions should also be deducted from this payment unless the post holder has resigned from their post prior to 31 March 2016.

Part 2, Section 5, Paragraphs 5.1 to 5.6 of the SNCT Handbook refers.

Yours sincerely

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