

Scottish Negotiating Committee for Teachers

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Dear Colleague

SNCT/5

SALARY PAYMENT STRUCTURE

1. Attached as an appendix to this circular are amendments agreed by the SNCT to paragraphs 7.4.1 and 7.4.2 of the Scheme of Pay and Conditions of Service. These amendments come into force with effect from 1 August 2001.
2. The SNCT has agreed that a working party be established to prepare proposals for approval by the SNCT for implementation no later than August 2002, on a new payment structure to take account of the McCrone Implementation Agreement, any implications of current legislation and also any implications arising from the proposed national Code of Practice on the use of temporary contracts. In particular, the remit of the working party will be to examine the payment structure for permanent teachers and long term and short term temporary teachers, both full-time and part-time.

Yours sincerely

Oonagh Aitken (Employers' Side)
Ken Wimbor (Teachers' Panel)
John Swift (Scottish Executive)

Joint Secretaries

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To: Chief Executives
Directors of Education
Directors of Personnel

Copy: Directors of Finance

7.4 **Payment of Salary**

7.4.1 (a) The salary receivable by a permanent full-time teacher shall accrue daily at 1/365 of the annual rate of salary.

(b) The salary receivable by a permanent part-time teacher or a job-share teacher shall accrue as follows:-

The number of hours worked per week (calculated in line with paragraph 7.4.2), divided by 35, multiplied by the annual rate of salary. The resulting figure shall then be divided by 12 and paid in equal monthly instalments.

(c) The salary receivable by a temporary full-time teacher shall accrue as follows:

1/195 of the annual rate of salary for each day worked.

(d) The salary receivable by a temporary part-time teacher shall accrue on an hourly basis and shall be calculated as follows:

The number of hours worked (calculated in line with paragraph 7.4.2) divided by 1365 and multiplied by the annual rate of salary.

(e) The salary receivable by a teacher who, for any part of the salary year is on the temporary staff shall, for that salary year, not exceed the appropriate annual rate of salary.

7.4.2 Where the period of employment is for less than a complete day session, class contact hours will be clearly specified and payment will be made on the basis of class contact hours plus

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|-----|---|---|---------------------------|
| (a) | primary (up to August 2004) | - | 40% of class contact time |
| (b) | secondary (and primary between August 2004 – August 2006) | - | 50% of class contact time |
| (c) | special (and all sectors from August 2006) | - | 55% of class contact time |

Where a complete half day or day consists entirely of class contact time, payment will be made on the basis of class contact hours plus 40, 50 or 55% as appropriate.

Part-time teachers shall be obliged, on a pro rata basis, to undertake additional contractual hours allocated to continuing professional development.
