

30 September 2021

**SNCT 21/83**

**Sabbaticals**

Dear Colleagues

Following the report of the National Model for Sabbaticals working group, an agreement has been reached to include a provision for self-funded sabbaticals into the SNCT Handbook.

The intention of the SNCT was that sabbaticals would be available to teachers from the start of the academic term in August 2022. As agreement was delayed by the Coronavirus pandemic, it has been agreed that the provision at 4.1 in the Appendix 2.23 that applications must be made a year in advance will be relaxed in the first year of operation. Applications for sabbaticals requested before the end of 2021 should be regarded as if they meet the criteria in 4.1 and so may be agreed for the start of the 2022/23 academic year.

The SNCT Handbook will be amended accordingly.

Part 2 Section 9

A new paragraph to be added as follows:

**Self-Funded Sabbaticals**

9.28 Employees are entitled to a self-funded sabbatical after 5 years of continuous service with Scottish councils. Such service can be with one or more councils. The definition of a self-funded sabbatical and the provisions applying to self-funded sabbaticals are provided in Appendix 2.23.

Part 2 – Appendices

A new Appendix to be added as follows:

Appendix 2.23 – Self-Funded Sabbaticals

Yours sincerely

Simon Cameron (Employers' Side)  
Louise Wilson (Teachers' Panel)  
Stephanie Walsh (Scottish Government)

**Joint Secretaries**

To: Directors of Education  
Directors of Personnel  
LNCT Joint Secretaries