

# Scottish Negotiating Committee for Teachers

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Dear Colleague

## **Cash Conservation of Salary**

### **1. Introduction**

The subject of conservation of salary has been a matter of ongoing discussion at SNCT. Whilst it is intended that the SNCT will return to the matter at a later date the Joint Secretaries can offer the following clarification at this time.

- (i) Paragraph 3.7 of the National Agreement: A Teaching Profession for the 21<sup>st</sup> Century states: "Agreement has been reached to the effect that all teachers holding promoted posts at 31 March 2001 will continue to be protected by the conservation arrangements outlined in section 6.3 of the Scheme of Salaries and Conditions of Service. All teachers appointed to promoted posts from 1 April 2001 onwards will be entitled to cash conservation for a period of three years should their substantive salary level be downgraded."
- (ii) The salaries attached to promoted posts are determined by the application of job-sizing as prescribed by SNCT/24 and SNCT/28.

### **2 Application of Cash Conservation**

- (i) The application of cash conservation will in the first instance, commence at the date at which the downgrading of the salary for the post takes effect. During this 3-year period the postholder will continue to receive the salary attached to the post immediately prior to the salary downgrading and will not receive any increase(s) resulting from pay awards (other than in the circumstances outlined in (ii) below). At the end of the 3-year period the cash conservation will end and the postholder will then receive the substantive salary for the post as determined by the downgrading.
- (ii) Where at a date prior to the completion of the 3-year cash conservation period the substantive salary for the post occupied exceeds the conserved salary being paid (for example, through the application of pay awards to the substantive salary), the postholder will then receive the substantive salary with effect from that date.

### **3. Monitoring of Further Downgrading**

- (i) The SNCT has considered circumstances where, prior to the completion of a 3 year cash conservation period which is being applied to a promoted postholder, the salary for the post concerned is downgraded further through a second job sizing exercise.
- (ii) Where a further downgrading occurs during the currency of a period of cash conservation you are required to notify the SNCT Joint Secretaries representing the management side and the teachers' side by using the appended pro forma on each occasion the circumstance arises.
- (iii) The SNCT will monitor the situation throughout school session 2005 – 2006 with an intention to offer further advice for session 2006 – 2007.

### **4. Paragraph 6.3, Scheme of Salaries and Conditions of Service**

- (i) The SNCT is currently rewriting the Scheme of Salaries and Conditions of Service. This will require a rewording of the full provision of paragraph 6.3 of the Scheme of Salaries and Conditions of Service.
- (ii) In the meantime, the terms of 6.3, where applicable, should be applied in terms of cash conservation as set out in 2 (i) and (ii) above for those appointed to promoted posts after 1 April 2001.

Yours sincerely

Lynne Dickson (Employers' Side)  
Drew Morrice (Teachers' Panel)  
Stephanie Walsh (Scottish Executive)

**Joint Secretaries**

To: Chief Executives  
Directors of Education  
Directors of Personnel  
Copy: Directors of Finance

## APPLICATION OF CASH CONSERVATION

### MONITORING OF FURTHER DOWNGRADING THROUGH A SECOND JOB SIZING EXERCISE

Local Authority: \_\_\_\_\_

Post Held: \_\_\_\_\_

School: \_\_\_\_\_

Existing Salary Point: \_\_\_\_\_

Date of First Salary Downgrading: \_\_\_\_\_

Revised Salary Point from that date: \_\_\_\_\_

Reason (e.g. Job Sizing Exercise: Management Restructuring):

\_\_\_\_\_

Date of Second Downgrading: \_\_\_\_\_

Revised Salary Point: \_\_\_\_\_

Reason (e.g. SNCT/28, Management Restructuring):

\_\_\_\_\_

Signed: \_\_\_\_\_

Position Held: \_\_\_\_\_