

# Scottish Negotiating Committee for Teachers

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24 October 2006

Dear Colleague

## **SNCT/48** **EMPLOYMENT EQUALITY (AGE) REGULATIONS 2006**

The Employment Equality (Age) Regulations 2006 make it unlawful for employers to discriminate against employees on grounds of age. The SNCT has agreed the following:

### **Age of Retirement**

From 1 October 2006 paragraph 14.1 of the Scheme of Salaries and Conditions of Service shall cease to apply.

Employers will be under a duty to consider requests from all employees covered by the SNCT provisions to work beyond the normal retirement age.

The Regulations set out a default retirement age of 65 and the SNCT will replace paragraph 14.1 with this default retirement age. This shall have contractual effect from 1 October 2006.

The clause shall read:

14.1 The normal retirement age for employers covered by SNCT provisions shall be the age of 65. Councils are under a duty to consider requests from relevant employees to work beyond that age.

### **Conservation**

Paragraph 6.3.6 (1) of the Scheme of Salaries and Conditions of Service shall cease to apply and shall be replaced by the following clause.

1. Where a teacher unreasonably refuses on two occasions to accept an alternative equivalent, or better post.

This clause applies solely to conservation arrangements in 6.3 of the Scheme applying to promoted staff.

Yours sincerely

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Drew Morrice (Teachers' Panel)  
Stephanie Walsh (Scottish Executive)

**Joint Secretaries**

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