

31 July 2008

**SNCT 08/07****CAREER BREAKS FOR TEACHERS AND ASSOCIATE PROFESSIONALS**

Dear Colleague

The SNCT recognises that flexible employment practices are key to ensuring that the education service in Scotland continues to attract and retain hard working and skilled professionals who are committed to raising the attainment and achievement of pupils. This approach is consistent with the general principles of collegiate working, where the personal autonomy and aspirations of teachers and associated professionals are valued and respected.

As part of its commitment to engendering a diverse workforce and promoting a work-life balance, the SNCT has agreed a scheme for the delivery of a career break option for teachers and associated professionals.

The SNCT career breaks scheme will operate from 1 August 2008.

The provision for Career Breaks now comes under Part 2: Section 9, paragraph 9.21 of the SNCT Handbook and the detailed provisions are in Part 2: Appendix 2.15. Replacement pages of the SNCT Handbook and the new Appendix 2.15 are attached.

Yours sincerely

Joe Di Paola (Employers' Side)  
Drew Morrice (Teachers' Panel)  
Stephanie Walsh (Scottish Government)

**Joint Secretaries**

To: Chief Executives  
Directors of Education  
Directors of Personnel  
Directors of Finance  
LNCT Joint Secretaries