

# SNCT NATIONAL PAY AND LEAVE SPECIFICATION FOR TEACHERS FROM 1 AUGUST 2018

In 2011, the annual leave entitlement for teachers reduced from 66 days to 40 days per annum with the remaining 26 days being defined as “non-payment” days. This resulted in Council’s across Scotland using different pay related calculations for teachers. The Scottish Negotiating Committee for Teachers (SNCT) has now agreed the way in which all Council’s across Scotland will calculate pay and leave for teachers including:

- When an employee joins the Council for the first time
- When an employee moves to a job with a different rate of pay
- When an employee changes hours of work
- When an employee takes a career break

The full Pay and Leave Specification can be accessed [here](#) and included below are some FAQ’s which will help you understand how the implementation of the SNCT agreement may affect you:

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| 1 | <b>I am joining North Ayrshire Council for the first time at the start of the academic year – how will I be paid?</b>                        | <input type="checkbox"/> Your annual salary will be divided by 12<br><input type="checkbox"/> In Aug you will receive 50% of your monthly salary<br><input type="checkbox"/> You will then receive 11 months of full monthly salary In the following Aug you will receive 50% of salary for current academic year (and 50% of salary for new academic year if your post is continuing)   |
| 2 | <b>I was a Probationer with North Ayrshire Council and I am taking up a post at the start of the new academic year – how will I be paid?</b> | <input type="checkbox"/> In July you will receive your final pay as a Probationer (including accrued annual leave)<br><input type="checkbox"/> In Aug you will receive 50% of your monthly salary<br><input type="checkbox"/> You will then receive 11 months of full monthly salary In the following Aug you will receive 50% of salary for current academic year (and 50% of salary for new academic year if your post is continuing)  |
| 3 | <b>I am leaving another Scottish Council and joining North Ayrshire, but not at the start of the academic year – how will I be paid?</b>     | <input type="checkbox"/> Your current employer will calculate your leaver payment and include payment for holidays accrued with them<br><input type="checkbox"/> North Ayrshire payroll will calculate the paid days and holidays from your start date to the end of the academic term and based on this calculate the salary you are due to receive for the rest of the academic year<br><input type="checkbox"/> As salary is paid in 12 instalments, payroll will calculate what amount you are due to receive for each complete month remaining in the academic year (plus the half month for Aug)<br><input type="checkbox"/> Your pay for your first month with NAC will therefore be the difference between the total amount due for the rest of the academic year and the amount you are due to receive for each complete month remaining in the academic year (plus the half month for Aug)<br><input type="checkbox"/> If this results in a negative pay balance, this will be recovered as quickly as possible (this is because you |

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|    |   | should have received a higher payment in your leaving pay from your previous employer)  |
| 4  | <b>I am joining North Ayrshire, but not from another Scottish Council and not at the start of the academic year – how will I be paid?</b> | <input type="checkbox"/> North Ayrshire payroll will calculate the paid days and holidays from your start date to the end of the academic term and based on this calculate the salary you are due to receive for the rest of the academic year As salary is paid in 12 instalments, payroll will calculate what amount you are due to receive for each complete month remaining in the academic year (plus the half month for Aug)<br><input type="checkbox"/> Your pay for your first month with NAC will therefore be the difference between the total amount due for the rest of the academic year and the amount you are due to receive for each complete month remaining in the academic year (plus the half month for Aug)<br><input type="checkbox"/> If this results in a negative pay balance, this will be recovered by spreading the amount equally over the remaining months of the academic year |
| 5  | <b>I am a current employee and my hours are changing at the start of the new academic year – how will I be paid?</b>                      | <input type="checkbox"/> In August you will receive 50% of your monthly salary based on your existing hours and 50% of your monthly salary based on your new hours<br><input type="checkbox"/> Thereafter, your monthly pay will be based on your new hours   |
| 6  | <b>I am a current employee and my rate of pay changing at the start of the new academic year – how will I be paid?</b>                    | <input type="checkbox"/> In August you will receive 50% of your monthly salary based on your existing rate of pay and 50% of your monthly salary based on your new rate of pay<br><input type="checkbox"/> Thereafter, your monthly pay will be based on your new rate of pay   |
| 7  | <b>I am a current employee and my hours are changing during the academic year – how will I be paid?</b>                                   | <input type="checkbox"/> Payroll will calculate your leaving pay based on your existing hours and holiday accrual<br><input type="checkbox"/> Payroll will then calculate your pay based on your new hours (please see Q3 above)  |
| 8  | <b>I am a current employee and my rate of pay is changing during the academic year – how will I be paid?</b>                              | <input type="checkbox"/> Payroll will calculate your leaving pay based on your existing rate of pay and holiday accrual<br><input type="checkbox"/> Payroll will then calculate your pay based on your new rate of pay (please see Q3 above)  |
| 9  | <b>I am a current employee taking a career break – how will I be paid?</b>  | <input type="checkbox"/> Payroll will calculate your leaving pay when you leave to commence your career break<br><input type="checkbox"/> Payroll will then calculate your pay when your return from your career break<br><input type="checkbox"/> If you return at the start of an academic year (please see Q1 above)<br><input type="checkbox"/> If you return during the academic year (please see Q3 above)  |
| 10 | <b>How will I know if I have a negative pay balance in my first month?</b>  | <input type="checkbox"/> Payroll will write to you with this information  |