

# 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

Please see the [SNCT full Pay and Leave Specification](#) for further information and included below are some FAQ’s which will help you understand how the implementation of the SNCT agreement may affect you:

## 1. I am joining North Ayrshire Council for the first time at the start of the academic year – how will I be paid?

- Your annual salary will be divided by 12.
- In August you will receive 50% of your monthly salary.
- You will then receive 11 months of full monthly salary.
- In the following August you will receive 50% of salary for the current academic year (and 50% of salary for the new academic year if your post is continuing).

## 2. I was a Probationer with North Ayrshire Council, and I am taking up a post at that start of the new academic year – how will I be paid?

- In July you will receive your final pay as a Probationer (including accrued annual leave).
- In August you will receive 50% of your monthly salary.
- You will then receive 11 months of full salary.
- In the following August you will receive 50% of your salary for the current academic year (and 50% of salary for new academic year if your post is continuing).

### **3. I am leaving another Scottish Council and joining North Ayrshire Council, but not at the start of the academic year – how will I be paid?**

- Your current employer will calculate your leaver payment and include payment for holidays accrued with them.
- North Ayrshire Council 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 August).
- Your pay for your first month with North Ayrshire Council 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 half month for August).
- If this results in a negative pay balance, this will be recovered as quickly as possible (this is because you should have received a higher payment in your leaving pay from your previous employer).

### **4. I am joining North Ayrshire Council but not from another Scottish Council and not at the start of the academic year – how will I be paid?**

- North Ayrshire Council 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 August).
- Your pay for your first month with North Ayrshire Council 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 half month for August).
- 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. I am a current employee, and my hours are changing at the start of the academic year – how will I be paid?**

- 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.
- Thereafter, your monthly pay will be based on your new hours.

**6. I am a current employee, and my rate of pay is changing at the start of the new academic year – how will I be paid?**

- 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.
- Thereafter, your monthly pay will be based on your new rate of pay.

**7. I am a current employee, and my hours are changing during the academic year – how will I be paid?**

- Payroll will calculate your leaving pay based on your existing hours and holiday accrual.
- Payroll will then calculate your pay based on your new hours (please see **question 3** above).

**8. I am a current employee, and my rate of pay is changing during the academic year – how will I be paid?**

- Payroll will calculate your leaving pay based on your existing rate of pay and holiday accrual.
- Payroll will then calculate your pay based on your new hours (please see **question 3** above).

**9. I am a current employee taking a career break – how will I be paid?**

- Payroll will calculate your leaving pay when you leave to commence your career break.
- Payroll will then calculate your pay when you return from your career break.
- If you return at the start of an academic year, please see **question 1** above.
- If you return during the academic year, please see **question 3** above.

**10. How will I know if I have a negative pay balance in my first month?**

- Payroll will write to you with this information.