

Renfrewshire Joint Negotiating Committee for Teachers

To: Renfrewshire Joint Negotiating Committee for Teachers

On: 2 February 2016

**Report by
Head of Schools**

Family Leave

1. Background

- 1.1. SNCT recently published JS.15/63 in relation to family leave. A copy is attached for reference.
- 1.2. The SNCT Support Group met on 26 November 2015 and asked the Joint Secretaries to remind LNCTs that continuous service provisions for all Family Leave contained in Section 7 Paragraph 7.1.2 of the Handbook of Conditions of Service are to be applied consistently when a teacher moves employment between Councils. For ease of reference Paragraph 7.1.2 is reproduced in the attached letter.
- 1.3. The purpose of this report is to confirm that Renfrewshire Council continues to implement all aspects of the SNCT handbook. In this regard the council agrees that this is applied consistently.

2. Recommendation

- 2.1. JNC is asked to note this report.



21 December 2015

JS/15/63

Family Leave – Consistency of Practice across Councils

Dear Colleague

The SNCT Support Group met on 26 November 2015 and asked the Joint Secretaries to remind LNCTs that continuous service provisions for all Family Leave contained in Section 7 Paragraph 7.1.2 of the Handbook of Conditions of Service are to be applied consistently when a teacher moves employment between Councils. For ease of reference Paragraph 7.1.2 is reproduced below:

For all Family Leave

7.1.2 Any previous employment with councils, employers listed in the Redundancy Payment (Local Government) (Modification) Order 1990 (as amended) and any other employment deemed by the council to be relevant, should be counted as continuous service (as defined in the Employment Rights Act 1996) subject to a gap in employment not exceeding one working week.

Thank you for your support in this matter.

Yours sincerely

Tom Young (Employers' Side)
Drew Morrice (Teachers' Panel)
Stephanie Walsh (Scottish Government)

Joint Secretaries

○