

22 June 2018

SNCT/18/65

**Reckonable service for Family Leave calculations
in relation to probationary periods**

Dear Colleague

The SNCT has reached agreement that probationary periods can be counted as continuous service in family leave calculations only.

The revised paragraph 7.1.2 reads as follows.

7.1.2 Any previous employment (including probationary periods) 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.

Holders of the Handbook should remove this section and insert the attached updated version in its place which incorporates the wording of the new Paragraph 7.1.2.

Yours sincerely

Tom Young (Employers' Side)
Louise Wilson (Teachers' Panel)
Stephanie Walsh (Scottish Government)

Joint Secretaries

COSLA
Verity House
19 Haymarket Yards
EDINBURGH
EH12 5BH
T: 0131 474 9200
F: 0131 474 9292
E: tomy@cosla.gov.uk

Teachers' Panel
46 Moray Place
Edinburgh
EH3 6BH
T: 0131 225 6244
F: 0131 220 3151
E: lwilson@eis.org.uk

Scottish Government Learning Directorate
2A South Victoria Quay
Edinburgh
EH6 6QQ
T: 0131 2440230
F: 0131 244 0957
E: Stephanie.walsh@scotland.gsi.gov.uk