

3 April 2020

**JS/20/78**

### **Supply Teachers Job Retention Payment**

Dear Colleague

In response to the escalating COVID -19 outbreak, the Scottish Government has announced that all schools and ELC premises would close from 17.00 on 20 March for an indefinite period.

Circular SNCT 20-75 School Closure COVID-19 outlines that COSLA has stated that there should be “no detriment in pay arrangements for all staff”. For teachers and associated professionals, these “no detriment in pay” scenarios apply to:

- teachers on acting appointments who are in receipt of temporary responsibility allowance
- supply teachers on temporary fixed term appointments
- teachers on temporary fixed term contracts
- teachers on temporary fixed term contracts where there is no defined end date
- teachers appointed to acting up posts prior to 20 March 2020

The SNCT now gives details regarding how the issue of payment for supply teachers not in a contract as at 20 March 2020 should be administered in all Councils.

If a supply teacher has been on a supply list during the 2019/20 school year and has been engaged for the period 1<sup>st</sup> January 2020 to 31<sup>st</sup> March 2020, the mechanism for determining the compensatory payment for loss of expected earnings until the end of June will be calculated with reference to the average hours worked over the three month period.

This arrangement should ensure that supply teachers and other SNCT workers engaged on a casual basis between 1<sup>st</sup> January 2020 to 31<sup>st</sup> March 2020 whose earnings fluctuate are not disadvantaged. The deployment of supply teachers may still occur during this period of enforced school closure. Supply teachers should be encouraged to cover in the education hubs as necessary during this national emergency or be given the opportunity to volunteer

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for redeployment, similar to other local authority employees, to other duties within the Council. Should they do so they will be paid at their normal hourly rate of pay if their hours worked are above the average hours paid.

The job retention payment will be paid April, May and June and be open to the end of June. Accrual of annual leave will be applied in accordance with the SNCT Handbook and local arrangements.

Please note that Income Tax, National Insurance contributions and any other deductions will apply to this payment.

The SNCT Joint Chairs and the SNCT Joint Secretaries will continue to monitor the situation on an ongoing basis and revisions will be made as necessary.

Yours sincerely

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

**Joint Secretaries**