

WEST DUNBARTONSHIRE COUNCIL

Report by Joint Secretary (Teachers' Side)

Local Negotiating Committee for Teachers: 20 September 2011

Subject: Annual Leave and School Closure Days

1. Purpose

- 1.1** To seek agreement from the Committee on the proposed annual leave days and school closure days allocated for Teachers and Associated Professionals.

2. Background

- 2.1** As part of the agreement made at the SNCT in June 2011. A number of changes were agreed to the Pay and Conditions of service of Teachers and Associated Professionals
- 2.2** Teachers previously had 195 working days and an annual leave entitlement of 66 days.
- 2.3** The new agreement redefines these 66 days as, 40 days annual leave and 26 school closure days.

3. Main Issues

- 3.1** The SNCT while agreeing on the number of days of annual leave and school closures have left the identification of these days to LNCTs.
- 3.2** The intention of this change was to cap the annual leave of teachers who return from maternity and adoptive leave.
- 3.3** Teachers returning from maternity or adoptive leave must receive statutory leave (currently 28 days) in each leave year with any balance of leave to be directed into days of school closure, to be paid in lieu of leave.
- 3.4** When the agreement was struck it was assumed that the entitlement to compensatory leave which a teacher can receive if they have been ill during days of annual leave would be extinguished. However, following legal advice it was decided that compensatory leave is only extinguished if annual leave carried forward into the next leave year exceeds 28 days. The SNCT have issued advice on this.

4. People Implications

- 4.1** It is essential that West Dunbartonshire informs staff of their entitlement to any leave that they are due when they are returning to work after maternity or adoptive leave and that they receive at least 28 days annual leave in any

leave year. This will allow the staff to plan childcare arrangements and also allow Head Teachers to plan any cover which is required to ensure that the education of the pupils is not affected.

5. Financial Implications

- 5.1** The change from 66 days of annual leave to 40 days annual leave and 26 school closure days should result in a financial saving to the Council. This cannot be calculated at this time due to the unknown number of staff who may be on maternity or adoptive leave.

6. Risk Analysis

- 6.1** If the LNCT does not agree the identification of annual leave days and school closure days this could result in the LNCT failing to follow a requirement of the SNCT agreement.

7. Equalities Impact

- 7.1** This agreement is a National agreement there is no requirement to undertake an equalities impact assessment locally.

8. Strategic Assessment

- 8.1** This contributes to the Council's strategic priorities Fit for Purpose services and Financial Strategy.

9. Conclusions and Recommendations

- 9.1** The LNCT is asked to agree on the identification of days of annual leave and days of school closure for West Dunbartonshire. A draft calendar of annual leave and school closure days is shown in Appendix 1 to this report.
- 9.2** That the pattern of days of annual leave and school closure be sent to all Schools and educational establishments to be distributed to all staff affected by this change of conditions.
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Appendices

Appendix 1 – Table identifying proposed school closure days and annual leave days.

Wards Affected

All Wards