



## **CASH CONSERVATION – TEACHERS**

### Conservation for Promoted Post Holders with temporary appointments

Where a teacher has occupied a promoted post, on a temporary basis, for two years and that temporary appointment ceases, then the teacher shall receive a three year period of cash conservation.

### Conservation – General Provisions

The application of cash conservation will commence at the date at which the downgrading of the salary for the post, transfer, cessation of temporary appointment takes effect. During the period of cash conservation, the post holder will continue to receive his/her previous salary but will not receive any increase resulting from pay awards. At the end of the period, the cash conservation will end and the post holder will then receive the normal salary for the post he/she now holds.

During any period of conservation, when the normal salary for the post occupied exceeds the conserved salary being paid (for example, through the application of pay awards), the post holder will receive the normal salary for the post with effect from that date.

Conservation of salary will cease following voluntary application for, and appointment to, a new post.

There shall be no entitlement to conservation of salary where:

- a) A teacher is transferred and ceases to be entitled to receive a remote school/distant island allowance payable or suffers a reduction in the amount of such an allowance or
- b) A teacher refuses unreasonably, on two occasions, to accept an alternative equivalent or better post.

You can contact the People Operations team by emailing [ESCPeopleOperations@northlan.gov.uk](mailto:ESCPeopleOperations@northlan.gov.uk)