

**CONDITIONS OF EMPLOYMENT**



1. Salary: £38,767 (0.60 FTE) per annum (£62,613 FTE)
2. Hours of Work: 21 hours per week working within the range 8.30 am to 5.30 pm by arrangement with the line manager. The nature of the work undertaken requires flexibility in interpretation of working time and, according to the exigencies of the Union, teacher-related staff must be available on a reasonable basis outside normal office hours. Overtime is not payable.
3. Transport: Access to a pool car is provided and a gross essential users allowance of £375 is paid for each completed 1000 miles of business mileage claimed for a private car up to a maximum of £1500.
4. Membership/Roles with other Trade Unions/Organisations A condition of employment is that the successful candidate will not be eligible to hold office if they are a member of the principal governing body of, or an elected officer of, agent or employee of another trade union representing persons who are eligible for membership of the NASUWT, and the successful candidate will not be eligible to hold office if they engage in any employment relationship with any commercial enterprise competitive with the NASUWT for those persons eligible for membership.
5. Leave: The annual leave year is January to December. The leave entitlement for the first full and subsequent years is 30 days. In respect of any part-year worked it is 2½ days for each completed calendar month (pro rata). Leave is authorised by the Regional Organiser taking account the need for staff cover throughout the year. There are 8 fixed public holidays plus 11 additional closure days per year.
6. Pension: The current arrangements are that staff are auto-enrolled into a career average revalued earnings pension scheme which is a defined benefits scheme.
7. Medical: For external appointees, an offer of employment is conditional on a satisfactory pre-employment medical questionnaire. This requirement does not affect the rights of appointees under the Equality Act 2010.
8. Probationary Period: For external appointees, there is currently a 6 month probationary period.
9. Service: For the purpose of employment legislation the period deemed to constitute continuous service at NASUWT begins on the date when work actually commences.
10. Notice Period: The post holder is required to give 3 months' notice of termination of employment. 3 months' notice of termination of employment will be issued by NASUWT. If the post holder is not confirmed in post at the end of the probationary period 1 months' notice is required. The NASUWT is entitled to dismiss the post holder at any time without notice in circumstances of gross misconduct.
11. Trade Union Recognition: NASUWT recognises Unite and GMB for purposes of collective bargaining.

NASUWT is an equal opportunities employer and operates non-discriminatory employment practices.