

# Rules: Teacher-Employer relations - link

## Conditions of work

- The TSC must provide favourable working terms and conditions for teachers and ensure their entitlements, rights and privileges are maintained in accordance with agreements made through the Trade Group Negotiation Council.
- Remuneration for teachers is provided according to the teaching profession grades. The lowest grade is 5 and the highest is 11. The grade of a teacher is determined by the teacher's position, education, and years of service. Remuneration increases with intervals and is subject to negotiation between the representatives of employers and employees.
- Working hours are 28-32 periods in a week. A period or lesson is 40 minutes. This is equal to 21 hours per week or 4-5 hours per day. A teacher must stay in school from 08:00 to 14:00 even if the teacher does not teach all the time. The equivalent applies to shift schools, which operate from 08:00 to 13:00 and 13:00 to 18:00.
- The retirement age for teachers is 60 years. Early retirement is 55 years with reduced pension. Dispensation can be given under special circumstances. *For further details go to [Retirement](#).*
- Benefits and allowances for teachers are currently under review.

## Grievance and Appeal

TSC Department of Teacher-Employer Relations is developing systems and processes for complaints and grievances. Comprehensive guidelines will be published soon. Please refer to the *Grievance/Dispute Settlement Mechanism (TSC, 2020)*.

- The TSC shall establish an appeals tribunal, develop procedures of appeal and review justification for dismissal.
- Teachers shall have the right to appeal against a decision to be removed from the register and payroll within a stipulated time frame.
- Grievance and appeal can be addressed by visiting <https://grm.tsc.gov.sl>

## Legal Proceedings

- A teacher may apply to the TSC for legal assistance if a civil suit is instituted against the teacher for an action or omission related to the discharge of the teacher's official duty.
- The TSC requires an application for legal assistance shall be submitted together with a report prepared by the DD of the respective TSC-DO with details of the case against the teacher.

- The TSC shall assess whether the subject of litigation falls within its mandate and assess associated risks involved.
  - If appropriate, the TSC may take steps to settle the matter out of court, rather than provide legal assistance.
  - The TSC shall seek (free) legal assistance from the Attorney-General; and consult with the Attorney General and the Ministry of Finance on use of public funds to settle damages or costs awarded against a teacher in civil proceedings.
  - The TSC as employer shall not be involved in any way in legal proceedings where a teacher is charged with a criminal offence.
  - The TSC as employer shall not be involved in any proceedings relating to private litigation unconnected to the official position or duty of a teacher.
  - The TSC may decline to provide legal assistance or to meet the costs of a legal procedure, if it judges the action of the teacher is in breach of policy, regulations, rules or the Code of Conduct.
  - Teachers may also contact SLTU for assistance and guidance.
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