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**Term-time only working**

The weeks paid to term-time only employees is based on the number of weeks they work and the individual’s leave entitlement based on their length of service. Using the accrual rates shown in Table 1, weeks paid can be calculated as follows:

**Weeks paid = weeks worked x accrual rate based on length of service**

**Table 1**

|  |  |  |
| --- | --- | --- |
| **Length of service** | **Days leave** | **Accrual rate** |
| Less than 2 years | 23 | 0.135 |
| 2 years | 24 | 0.140 |
| 3 years | 25 | 0.145 |
| 4 years | 26 | 0.150 |
| 5 years | 27 | 0.155 |
| 10 to 14 years | 30 | 0.171 |
| 15 years | 33 | 0.187 |

The weeks to be paid for the TTO working patterns commonly worked in schools are shown in Table 2. These values apply with effect from 1 April 2019.

**Table 2**

|  |  |  |
| --- | --- | --- |
|   |   | **Weeks worked** |
|   |   | 38 | 39 | 40 | 41 | 42 | 43 |
| **Length of service** | Less than 2 years | 43.1 | 44.3 | 45.4 | 46.5 | 47.7 | 48.8 |
| 2 years | 43.3 | 44.5 | 45.6 | 46.7 | 47.9 | 49.0 |
| 3 years | 43.5 | 44.7 | 45.8 | 46.9 | 48.1 | 49.2 |
| 4 years | 43.7 | 44.8 | 46.0 | 47.1 | 48.3 | 49.4 |
| 5 years | 43.9 | 45.0 | 46.2 | 47.4 | 48.5 | 49.7 |
| 10 to 14 years | 44.5 | 45.7 | 46.8 | 48.0 | 49.2 | 50.3 |
| 15 years | 45.1 | 46.3 | 47.5 | 48.7 | 49.8 | 51.0 |

Updated March 2019