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Deputy Rob Ward  
Chairman, Education and Home Affairs Scrutiny Panel  
Scrutiny Office  
States Greffe  
Morier House  
St Helier  
JE1 1DD

22 May 2020

Dear Deputy Ward,

### **Supply Teachers**

Thank you for your letter of 12 May 2020 which posed a series of questions in relation to Supply Teachers contracts. I trust the answers below provide the information the Panel requires but please do not hesitate to contact me if you require anything further.

#### **1. What type of contracts are issued to Supply Teachers?**

Supply Teachers are issued with standard zero hours contracts.

##### **i. What is the nature of the contract?**

Zero hours with no guarantee that regular work will be provided.

##### **ii. Are the contracts rolling zero-hours contracts?**

Supply Teacher zero hours contracts are issued on a rolling basis. However, if a Supply Teacher is not active they are contacted and up to date clearances and checks are sought before they can resume their role on the Supply List.

##### **iii. Are any specific clauses attached to the contracts issued to Supply Teachers?**

A template contract has been provided for your information.

##### **iv. Are the contracts first agreed between the School and the Supply Teacher, or are they issued centrally?**

The contract is issued centrally and People Services circulate the Supply List to schools for them to make contact and arrangements for work, as and when required.

#### **2. Are Supply Teachers eligible for the Co-funded Payroll Scheme?**

##### **i. If Supply Teachers have had regular supply work for the past six months and would have continued to work, were it not for Covid-19, can they access the Co-funded Payroll Scheme?**

No. The Government is not part of the co-funded Payroll Scheme. The scheme is designed for businesses in specific industry sectors and other selected organisations which have suffered “material detriment” as a result of COVID-19. The scheme is limited to these circumstances.

##### **3. Are Supply Teachers who have been regularly working and who are on the Supply Teacher list being notified of any entitlement in light of the Covid-19 crisis?**

Yes.

**i. If so, how is this being communicated to Supply Teachers?**

Information explaining any entitlement for zero hours Supply Teachers has been communicated by an email to all Head Teachers and an all staff email. This information is also included in the online FAQs that all staff can access.

<https://www.gov.je/Working/WorkingForTheStates/CoronavirusEmployees/Pages/FrequentlyAskedQuestionsForGovernmentEmployees.aspx>

Yours sincerely,

A handwritten signature in blue ink, appearing to read 'Tracey Vallois', with a horizontal line underneath.

Senator Tracey Vallois  
Minister for Education

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