

The Four Stones Multi Academy Trust

The calculation of continuous service for rights such as maternity, sickness benefits, annual leave and unfair dismissal are explained below.

Scenario	Teaching Staff Entitlements	Support Staff Entitlements
<p>Staff moving voluntarily to The Four Stones Multi Academy Trust from a local authority school (i.e. they have applied for a vacant post)</p>	<p>Continuous service for calculating:</p> <p>Redundancy pay: Academy service counts as per the Modification Order.</p> <p>Maternity: Teachers do not have continuous service recognition.</p> <p>Contractual or occupational sickness benefits: Not applicable to teachers because it is their total teaching service that counts.</p> <p>A 2 year qualifying period applies from the date of new employment before unfair dismissal rights apply (change to the legislation from 12 months on 6 April 2012).</p>	<p>Continuous service for calculating:</p> <p>Redundancy pay: Academy service counts as per the Modification Order.</p> <p>Maternity: Support staff have continuous service recognition as long as there is no break in service.</p> <p>Annual leave entitlements: Support staff have continuous service recognition as long as there is no break in service.</p> <p>Sickness benefits: Support staff do have continuous service recognition as long as there is no break in service.</p> <p>A 2 year qualifying period applies from the date of new employment before unfair dismissal rights apply (change to the legislation from 12 months on 6 April 2012)</p>
<p>Staff moving voluntarily to The Four Stones Multi Academy Trust from another academy (i.e. they have applied for a vacant post)</p>	<p>Continuous service for calculating:</p> <p>Redundancy pay: Academy service counts as per the Modification Order.</p> <p>Maternity: Teachers do not have continuous service recognition.</p>	<p>Continuous service for calculating:</p> <p>Redundancy pay: Academy service counts as per the Modification Order</p> <p>Maternity: Support staff have continuous service recognition as long as there is no break in service.</p>

	<p>Contractual or occupational sickness benefits: Not applicable to teachers because it is their total teaching service that counts.</p> <p>A 2 year qualifying period applies from the date of new employment before unfair dismissal rights apply (change to the legislation from 12 months on 6 April 2012).</p>	<p>Annual leave entitlements: Support staff have continuous service recognition as long as there is no break in service.</p> <p>Sickness benefits: Support staff do have continuous service recognition as long as there is no break in service.</p> <p>A 2 year qualifying period applies from the date of new employment before unfair dismissal rights apply (change to the legislation from 12 months on 6 April 2012).</p>
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- A break in service of more than one week (running from Sunday to Saturday) between contracts normally constitutes a break in service.
- It should also be noted that where an employee is under notice of redundancy and they receive another job offer from a body covered by the Modification Order before they leave, then there is no entitlement to redundancy if the job is taken up within 4 weeks of finishing their current contract, (different rules may apply where they do not stay with the new job).