

Local Negotiating Committee for Teachers – Agreement No.2

Accelerated Incremental Progression

Agreed at LNCT - 9 December 2008

Approved at Committee – 11 February 2009

Revised at LNCT – 21 September 2010

Revisions Approved at Committee – 20 October 2010

1. Introduction

- 1.1 The SNCT handbook part 2 section 1.24-1.25 “Awarding Additional Salary Points for Relevant Experience” sets out the principles to be applied in considering awarding increments for relevant experience, prior to entering teaching.
- 1.2 All teachers, other than probationers, who are registered with the General Teaching Council for Scotland (GTCS) will be placed at point 1 of the Main Grade Salary Scale or such higher salary point as determined with reference to this agreement. Probationers are placed at point 0 of the Main Grade Salary Scale until they have achieved full registration with (GTCS).

2. Procedures

- 2.1 Salary placement shall be determined on appointment.
- 2.2 Information on incremental progression will be included in all appointment packs.
- 2.3 On receiving an offer of employment, if the teacher does not feel that their placement on the Main Grade Salary Scale appropriately reflects their experience they should make an application in writing (Application for Incremental Progression Form - Appendix 1) to the Education Support Officer – Staffing, setting out the reasons for seeking accelerated incremental progression and providing evidence of the relevant experience or by email: educationstaffingteam@west-dunbarton.gov.uk)
- 2.4 Such applications will be assessed by a Panel comprising of management and trade union representatives and a recommendation made to the relevant Head of Service.
- 2.5 Having considered all information the Head of Service will make a decision on incremental progression. This decision will be communicated to the teacher in writing within 10 working days of the receipt of all relevant information. If additional salary points are awarded, a revised letter of appointment will be issued.

- 2.6 It is acknowledged that commencing a new job has a lot of demands and therefore in the event that a teacher applies within 3 months of commencing their post any award will be effective from the date the contract commenced. It is felt that this 3 month period is sufficient to apply for accelerated incremental progression and any application received after the specified 3 months 'grace period' will only be effective from the date of application for incremental progression.
- 2.7 As allowed in the SNCT handbook Part 2 section 1.26 the Executive Director of Education can, outwith this agreement, increase the salary attached to a post if they consider the salary to be inadequate.



APPLICATION FOR ACCELERATED INCREMENTAL PROGRESSION

This form should be read in conjunction with the SNCT handbook and LNCT02 available at the following link www.snct.org.uk

APPLICANT DETAIL			
Full Name		Start Date with WDC	
Address		Job Title/School and Subject	
GTC Reg. No.		Employee No.	

SECTION 1 – RELEVANT EXPERIENCE

Complete this section if your application is as a result of prior experience in non-teaching related areas (relevant to subject/curriculum) in line with SNCT Handbook Part 2 – Section 1 para 1.24.1

Organisation	Detail Experience	Date From	Date To	Hours Per Week

Complete this section if your application is as a result of general experience which enhanced the depth and/or quality of teaching being offered in line with SNCT Handbook Part 2 – Section 1 para 1.24.2

Organisation	Detail Experience and relevant to Standard for Registration	Date From	Date To	Hours Per Week

Use this box to provide any further information you feel is relevant to your application:

DECLARATION

Sign and date this application and return to the Staffing Section, Educational Services, Council Offices, Dumbarton (email: educationstaffingteam@west-dunbarton.gov.uk)

Date:

Signature:

OFFICE USE ONLY

Date Received.....

Date Acknowledged

Date of Panel:

Incremental Progression: Yes No No. of increments:

Authorised by

Date.....