



SOUTH AYRSHIRE COUNCIL

**JOINT NEGOTIATING
COMMITTEE FOR TEACHERS**

**Salary Placement Regulations
(JNCT1.2)**

Introduction

All teachers, other than probationers, who are registered with the General Teaching Council for Scotland, will be placed on Point 1 of the Main Grade Salary Scale in accordance with SNCT Handbook. There is however an element of discretion which can be used when applying the placement regulations and South Ayrshire Council reserve the right to use this discretion to meet local service requirements. Probationers are placed on Point 0 of the Main Grade Salary Scale until they have achieved full registration with GTC(S).

Recognised non-teaching experience includes periods of employment and voluntary or other non-paid activities such as those detailed below. These are the main areas where this discretion can be applied in the following ways:

1) **Direct Relevant Experience**

Experience for incremental progression will require to have a direct relevance on the subject being taught eg medical technician teaching biology, joiner teaching Technical Studies, Journalist teaching English

2) **General Life Skills**

These must have a direct bearing on the quality of teaching and learning being offered – for example, where someone has previously been involved in aspects of children’s care or in education and training

Evidence would require to be provided eg voluntary pre-school provision, youth work.

3) **Acceleration of salary for service purposes**

South Ayrshire exercises the right to make an appointment at an appropriate salary point where it has been previously determined that there is a national recruitment shortage in this subject area. This will only apply to the individual teacher being offered that grade and cannot be used as a case for existing staff seeking incremental progression.

The decision to grant such increments will lie with the Director of Educational Services or Senior Education Manager (Staffing)

4) **Recognised non-teaching experience**

Recognised experience of up to 5 years = 1 point.

Recognised experience of over 5 and up to 10 years = 2 points.

Recognised experience of over 10 and up to 15 years = 3 points.

Recognised experience of over 15 years = 4 points.

Further information can be found by clicking on the link: [Part 2 - SNCT Handbook](#)