



Education Resources

Awarding additional salary points for Teaching Service

Introduction

All teachers, other than probationers, who are registered with the General Teaching Council for Scotland appointed to posts in South Lanarkshire Council establishments, will be placed on Point 1 of the Main Grade Salary Scale or such higher point as determined with reference to this agreement and SNCT 35. Probationers are placed on Point 0 of the Main Grade Salary Scale until they have achieved full registration with GTC(S).

Incremental progression on the basis of qualifying teaching service will be calculated by Education Resources as agreed in SNCT 35, paragraphs 9-13, i.e. one salary point for each qualifying year of teaching service. Salary points for situations where there is a gap of 10 years or more between leaving and returning to teaching service will only be awarded following consultation with the relevant Head of Area.

Awarding additional salary points for Teaching Service

For the purposes of awarding additional salary points, teaching service includes the following as specified in SNCT 35:

- (a) Employment as a teacher:
 - (i) in or in connection with a local authority educational establishment in Scotland or elsewhere in the European Union or an educational institution which is grant-aided, grant-maintained, self-governing or recognised by a Government department in Scotland or elsewhere in the European Union; or
 - (ii) by an education authority, elsewhere than in educational establishments, under an arrangement made under Section 14 of the Education (Scotland) Act 1980; or
- (b) Employment as a lecturer in a college of further education, university or university college in Scotland or elsewhere in the European Union.
- (c) Employment by an education authority as a Director, Depute Director or Assistant Director of Education, Education Officer or other similar post, Educational Psychologist, Quality Improvement Officer, Education Support Officer or a registered teacher in an administrative post which relates wholly or mainly to education.
- (d) Absence from teaching employment during which a teacher remained in the employment of an education authority or school and, with the consent of the employer, attended a course of teacher training.

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- (e) Employment, as a teacher or teaching assistant, under an official scheme of interchange or exchange with another country.
- (f) Such other teaching employment which the education authority is satisfied should be accepted in whole or in part.

Awarding additional salary points for experience in non-teaching related areas

Under the terms of SNCT 35, additional salary points may also be awarded based on recognition of prior experience in non-teaching related areas. For additional salary points to be awarded, the non-teaching experience must be recognised as being relevant to the post applied for. This may include:

- Experience which is relevant to the subject being taught, and
- More general experience that has a bearing on the depth and/or quality of teaching being offered (e.g. where someone has previously been involved in aspects of children's care or in education and training, whether in the workplace or in educational establishments).

Experience can include periods of paid or voluntary employment and other non-paid activities. Applicants will be required to demonstrate how the experience will enhance the quality of pupil learning. For recognised non-teaching experience the following additional salary points should be awarded:

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.

Application process

On receiving an offer of employment, if the teacher does not feel that his/her placement on the Main Grade Salary Scale appropriately reflects his/her experience, they should request an application form from the Education Personnel Unit for accelerated incremental progression (Appendix 1). Such applications will subsequently be assessed by the Advisory Service on a monthly basis with assistance from Personnel Services.

Such salary placement will not necessarily be accepted as applicable in respect of future employment with another local authority.

There shall be a right of appeal to the Depute Director of Education Resources (or nominated representative) where the teacher continues to feel that his/her experience has not been sufficiently acknowledged. Any such appeal should be made in writing and within ten working days of receiving written confirmation of salary placement.

As allowed in SNCT 35, in exceptional cases, the Director shall have the ability to award additional salary points outwith the terms of this agreement, if having regard to the particular circumstances of the post the Director considers the salary otherwise inadequate.

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