

WEST DUNBARTONSHIRE COUNCIL

LNCT AGREEMENT No 2 – ACCELERATED INCREMENTAL PROGRESSION

AGREED AT THE LNCT 9th DECEMBER 2008

APPROVED AT THE E&LL COMMITTEE 11TH FEBRUARY 2009

1. Introduction

- 1.1** The SNCT handbook part 2 section 1.21 – 1.23 “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 with all appointment packs.
- 2.3** 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 he/she should make an application in writing to Education HR department setting out the reasons for seeking accelerated incremental progression providing evidence of the experience.
- 2.4** Such applications will be assessed and a recommendation made to the relevant Head of Service. The Head of Service may meet with the teacher and his/her representative to discuss the application, if appropriate.
- 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** As allowed in the SNCT handbook Part 2 section 1.23 the Executive Director of Education can outwith this agreement, increase the salary attached to a post if he/she considers the salary to be inadequate