

WEST DUNBARTONSHIRE COUNCIL

Report by Joint Secretaries to the LNCT

Local Negotiating Committee for Teachers: 21st September 2010

SUBJECT: Update to the Procedures for Accelerated Incremental Progression

1. Purpose

The purpose of this paper is to amend the Accelerated Incremental Progression paper to include reference to backdating.

2. Background

2.1 In December 2008 the accelerated incremental progression process was agreed by the LNCT. This process enables teachers to apply to progress up the salary scale by having their previous work experience considered, awarding increments for relevant experience, prior to entering teaching.

2.2 In the past it has been the position of the Trade Unions that any award should be backdated to the date the employee commenced with the authority. However it is acknowledged that this can have considerable cost implications. The management side's position was that incremental progression should be from the date of said application. It was subsequently agreed that reference be made to this facility in the contract and the schedule of conditions that is provided with every contract. It will continue to be discussed as part of the probationer induction. We have also advised all Head Teachers to be vigilant of this facility when recruiting staff.

3. Main Issues

3.1 The department is receiving applications for Accelerated Incremental Progression dating back some time. There is no national direction with regard to backdating, there is no detail within our process regarding the issue of backdating and it is at the Local Authority's discretion to agree their approach to this matter.

3.2 The principle of incremental progression is to acknowledge previous relevant experience outwith teaching and to ensure that individuals are paid at an appropriate rate for their skills and knowledge.

3.3 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.

3.4 This clause will be added to the current process.

Note: The SNCT have recently requested information from all authorities regarding their policy on Accelerated Incremental Progression, to be considered at a national level. They may issue further advice and guidance.

4. People Implications

4.1 There are no people implications associated with this report.

5. Financial Implications

5.1 Backdating can be costly and is not budgeted for. Each point in the scale awards approximately a further £1,500. If this is backdated then the costs can be considerable - recent costs have been in excess of £12,000 per claim.

6. Risk Analysis

6.1 The SNCT provides guidance in the application of accelerated implemented progression. However the agreement is delegated to LNCTs. However without clarity this could continue to be challenged thereby incurring costs that have not been previously budgeted.

6.2 The principle of this agreement is accepted by management and Trade Unions. However the policy needs to be more prescriptive.

7. Equalities Impact

7.2 No equalities issues identified in a screening process conducted by the authors of this report.

8. Conclusion and Recommendations

8.1 The Committee is asked to agree that 3.3 of this report be added to the paper shown in appendix 1 as paragraph 2.6 and that the current 2.6 becomes 2.7.

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Appendices Appendix 1: LNCT AGREEMENT No 2 –
ACCELERATED INCREMENTAL PROGRESSION

Wards Affected All Wards