

LNCT Agreement

**Devolved Category: Other Allowances**

# **Arran Allowance for Unpromoted Teachers**



**North Ayrshire Council**  
Comhairle Siorrachd Àir a Tuath

LNCT-01B  
Effective From: 14 December 2022

## 1. INTRODUCTION

- 1.1 North Ayrshire Council recognises that there are a number of small schools on the island of Arran with no promoted teaching staff physically based within these schools. These are currently Corrie, Kilmory, Pirnmill and Shiskine Primary Schools. The unpromoted teaching staff are therefore required to carry out some additional duties which would typically be part of a promoted teachers remit in these schools. This can be shared between two part-time teaching staff covering one full-time role.
- 1.2 In recognition of this, a salary allowance is paid to authorised willing unpromoted teaching staff. This LNCT agreement sets out the amount of the salary allowance and arrangements for payment.

## 2. SCOPE AND DEFINITIONS

- 2.1 The Head Teacher and leadership team for Arran primary schools (excluding Lamblash Primary School) have overall responsibility for the headship and leadership of schools.
- 2.2 The duties which an unpromoted teacher within the small school would be expected to carry out would be those where there is an immediate requirement for action, for example:
- contacting parents due to adverse weather
  - dealing with a child who falls ill
  - ensuring premises are secure
  - opening/closing the school
  - dealing with immediate health & safety matters
  - transport- bus/taxi issues
- 2.3 Unpromoted teachers will be able to access a member of their leadership team for assistance as required and would be expected to raise any matters of concern immediately.

## 3. CALCULATION AND PAYMENT OF THE SALARY ALLOWANCE

- 3.1 An unpromoted Teacher required and authorised to undertake additional duties within the small school will receive an annual allowance calculated as follows:  
**Point 1 of DHT/HT Salary Scale – Point 5 of Teacher Main Grade x 12%**  
*(This is divisible by 235 to provide a daily rate)*
- 3.2 The salary allowance will be paid in 12 equal instalments over the salary year.
- 3.3 The salary allowance will be pro-rated for part-time employees.
- 3.4 The salary allowance will cease where a teacher has been absent (for any reason) for longer than 2 working weeks and can be granted to another teacher to cover duties where required.
- 3.5 The Head Teacher will be required to advise Education Resources when a salary allowance is required to start or end.
- 3.6 Only teachers authorised to carry out additional duties are eligible to receive this salary allowance. This allowance is not available to promoted teaching staff.

3.7 Apart from an increased remuneration resulting from the application of this procedure, no other change is made to the general terms and conditions of a teacher undertaking these additional duties.

4. **HR ADVICE**

4.1 The Head Teacher is advised to consult an HR Adviser if there are any questions regarding the application of this LNCT Agreement

5. **MONITORING AND REVIEW**

5.1 Review of this Agreement can be initiated by the employer or trade union side of the LNCT at any time

Version Control

Date of Change	Summary of Changes
14/12/22	Update to LNCT Agreement 21 Unpromoted Teachers Deputising in the Absence of a Headteacher – Annual Allowance Dec 2010 – now removed.