



## **LNCT Agreement 2: Accelerated Incremental Progression**

(Revised July 2026)

The SNCT Handbook part 2 section 1 Pay (points 1.18-1.26) sets out the principles to be applied by authorities in awarding additional salary points on the main grade salary scale following appointment.

All teachers, other than Provisionally Registered Teachers (PRT), who are registered with the General Teaching Council for Scotland appointed to posts in Stirling Council establishments will be placed on Point 1 of the main grade salary scale where previous Scottish local authority service does not precede the appointment. Probationers are placed on point 0 of the scale until they have achieved full registration with GTCS.

Where previous teaching experience is evident from the application form but does not precede the appointment from a Scottish local authority, the HR Recruitment Team will advise the successful candidate to submit an application for Accelerated Incremental Progression (AIP). The applicant will be placed on point 1 of the main grade salary scale until the application has been considered.

Where there is a gap of 10 years or more between leaving and returning to teaching service, this should be referred to Schools Learning and Education HR Business Partner for advice.

Under the SNCT Part 2 Section 1 Pay, 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

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 pupils' learning on the AIP application form. Where non-teaching experience is recognised as being relevant to the post and considered to be able to enhance the quality of pupils' learning, one (1) additional salary point will be awarded for each 5 years' of experience up to a maximum of 4 additional points.

Incremental placement will be confirmed in writing in all letters of appointment. On receiving an offer of employment, if the teacher does not feel that their placement on the main grade salary scale appropriately reflects their experience, the process for making an application for AIP should be followed.

Applications for progression for prior experience in non-teaching related areas will be assessed by a group comprising Schools, Learning and Education Management, HR Business Partner and a representative from the trade union side of the LNCT. The panel will meet when required. Assessment will decide whether the experience is relevant to the specific post and whether it adds significantly to the teacher's skills and knowledge. All applicants will be asked to provide supporting information.

A teacher who seeks additional salary points will be contacted with the outcome by letter following the first available panel meeting. Any progression awarded will be effective from the date the application was received.

There shall be a right of appeal to the Chief Education Officer where the teacher considers that their experience has not been sufficiently acknowledged. Any such appeal should be made in writing and within 10 working days of receiving the written decision from the original assessment. The Chief Education Officer may convene a meeting with the teacher to consider the appeal. The teacher may be accompanied by a representative. The Chief Education Officer's decision will be communicated to the teacher in writing within 10 working days and will be final.

As allowed in SNCT Part 2 Section 1 Pay point 1.26, in exceptional cases, the Chief Education Officer in conjunction with the Head of People & Community Wellbeing, shall have the ability to award additional salary points out with the terms of this agreement. Regard will be given to the particular circumstances of the post the Chief Education Officer considers the salary to be inadequate. Such placement will not necessarily be accepted as applicable in respect of future employment with another local authority. This provision shall not be applied to affect a general increase in the salaries of a particular category of post.

This agreement replaces previous agreements relating to Accelerated Incremental Progression.



**Signed:**

**Bryony Monaghan, Co-secretary LNCT**

**Date: 31 July 2026**



**Signed:**

**Ann Skillen, Co-secretary LNCT**

**Date: 31 July 2026**

## Application for Accelerated Incremental Progression

This form should be read in conjunction with SNCT Part 2 Section 1 Pay and LNCT2 available at the following link [Part 2 Section 1 - SNCT](#).

All applicants for incremental progression may wish to consult their Trade Union before submitting an application.

### Applicant Details

|                     |  |                                         |  |
|---------------------|--|-----------------------------------------|--|
| <b>Name</b>         |  | <b>Employee Number</b>                  |  |
| <b>Address</b>      |  | <b>Start date with Stirling Council</b> |  |
| <b>GTCS Reg. No</b> |  | <b>Subject/Sector</b>                   |  |

If you are submitting an application as a result of previous teaching service please complete Section 1.

If you are submitting an application as a result of previous relevant experience please complete Section 2.  
In both circumstances provide as much supplementary evidence as possible.

Please sign and date the application on page 3 and send to the HR Business Partner Education, Stirling Council, Teith House, Kerse Road, Stirling FK7 7QA Or alternatively email [hrbusinesspartner@stirling.gov.uk](mailto:hrbusinesspartner@stirling.gov.uk)

### Section 1: Previous Teaching Experience

| Name and address of Employer (most recent) | Job Title | Date from | Date to | Hours per week |
|--------------------------------------------|-----------|-----------|---------|----------------|
|                                            |           |           |         |                |
|                                            |           |           |         |                |
|                                            |           |           |         |                |
|                                            |           |           |         |                |
|                                            |           |           |         |                |
|                                            |           |           |         |                |

### Section 2: Prior Experience in Non-Teaching Related Areas (relevant to subject/curriculum) and General Experience

The duties and activity undertaken in non-teaching areas must demonstrate knowledge, skills or teaching/learning links to the curriculum being taught and this should enhance the quality that would be expected. This could be paid or voluntary experience.

| Experience | Organisation | Date from | Date to | Hours per week |
|------------|--------------|-----------|---------|----------------|
|            |              |           |         |                |

**Section 2b: Please explain how the experience noted in Section 2 is relevant to the curriculum you teach and enhances the teaching and learning experience for your pupils.**

**Please add below any other information you feel is relevant.**

**Signature**

**Date**

## Accelerated Incremental Progression

### Appeal Form

|              |  |                                  |  |
|--------------|--|----------------------------------|--|
| Name         |  | Employee Number                  |  |
| Address      |  | Start date with Stirling Council |  |
| GTCS Reg. No |  | Subject/Sector                   |  |

### Appeal Details

|                                                              |  |
|--------------------------------------------------------------|--|
| Reason for appeal                                            |  |
| Statement to support appeal including additional information |  |

Signed

Date

Please return to: HR Business Partner, Stirling Council, Teith House, Kerse Road, Stirling FK7 7QA or email [hrbusinesspartner@stirling.gov.uk](mailto:hrbusinesspartner@stirling.gov.uk) .