



LNCT Agreement 3: Use of Temporary Contracts for Teachers

(Revised July 2026)

Introduction

As an Education Authority, Stirling Council has a responsibility to ensure the delivery of high quality learning and teaching. Appointment of suitably qualified and skilled teaching staff is a key factor in this. Stirling Council is committed to ensuring equality of opportunity and a fair and open recruitment and selection processes.

All applicants for teaching vacancies in Stirling Council are required to undergo an appropriate recruitment process in line with Stirling Council's normal recruitment procedures. Appointments will be made on merit. This applies to all permanent and temporary posts and those who wish to register on the supply list.

Use of Temporary Contracts

LNCT recognises the valuable contribution made by temporary teachers to the provision of high quality education in Stirling's schools. With this there is the need for Stirling Council to manage its resources, including deployment of teaching staff, in a flexible and responsive manner in line with service need and in support of the provision of high quality learning and teaching.

There is a commitment to maximising permanent as opposed to temporary contracts for teaching staff wherever this is possible. There will, however, continue to be circumstances in which the Council requires to employ teaching staff on a temporary and supply basis.

SNCT Handbook, Part 2, Appendix 2.8, paragraph 3 details situations when a Council may need a teacher to work on a fixed-term temporary basis to cover the absence of a postholder for a period of time, for example:

- Maternity leave
- Parental leave
- Adoption leave
- Long-term sickness absence or other absence
- Secondment, career break or sabbatical

Or there may be situations where funding is time limited or there is an objective business reason for a post to be made available only on a temporary basis.

LNCT agrees that it is appropriate for teaching staff covering such service needs to be employed on the basis of a temporary contract.

Temporary appointments will not be used to cover permanent vacancies, except as outlined above, unless it can be shown that exceptional circumstances apply. Any such temporary appointments will require the approval of the Chief Education Officer (or nominee) through the Council's recruitment process.

Temporary posts for the duration of more than one term should be advertised on the recruitment portal myjobscotland.gov.uk on an internal basis only, in many cases. The same recruitment and selection process for permanent teaching appointments should be followed in line with the Council's Recruitment, Selection and Employment Policy and LNCT 8.

All supply teachers employed in a post for more than 4 weeks will receive a fixed term temporary contract specifying entitlement to pay and detailing expected duration, reason for the appointment and notice period. The statutory notice period of one week will be given. However, as soon as it is known that a temporary teacher is no longer required, notice should be given as early as possible to allow the teachers to make alternative employment arrangements. They will be given written notice in advance of the end of their temporary contract and will be offered an opportunity to meet with and discuss the ending of their contract with their line manager.

Application for Permanency

SNCT Handbook, Part 2, Appendix 2.8, section 5, details circumstances when a temporary teacher may apply to transfer to a permanent post.

The transfer to the Council's permanent staff will be arranged through this LNCT agreement.

The temporary teacher is entitled to make an application for permanency once they have successfully completed a period of 24 continuous months. A break in continuous service is any two consecutive weeks where the temporary teacher is not employed during the school session.

Applications for permanency must be submitted for consideration by the end of December each year to be considered as part of the staffing exercise meeting held in January when vacancies are identified and staffing needs established for the school session starting in the August. The 24 continuous months service must be completed prior to the August term.

Applications may be submitted at other times of the year but will only be considered if there is a need for additional teachers and vacancies are available in the permanent establishment.

To apply for permanency, the teacher will complete and submit an application form, outlining experience and will submit this with a confidential report from their current Headteacher.

Following the staffing exercise, vacant posts will be identified and made known to the applicant by the HR/Resourcing Team. The teachers will be given an opportunity to express interest in posts that are vacant. It is important the Headteacher has input into the selection process and the teacher, applying for permanency, will undergo an interview with the Headteacher of the school where the vacant post has been identified.

The service need for permanent appointments will determine the available hours of work and working pattern. However, the expectation is that permanent appointments can be similar to the hours undertaken by the employee during the 24 months of continuous service. Where the hours have varied then an average of the last year's service will be used and will be dependent on service need.

A teacher in a series of temporary posts for a period of 4 years automatically transfers to permanent status, unless the Council can objectively justify not to do so.

For the avoidance of doubt this agreement does not relate to newly qualified teachers undertaking their probationary year. The probationary year does not count towards service for an application of permanency outlined above.

Periods of work on a supply basis will not qualify as continuous service for the purposes of applying for permanency under this agreement.

Use of Teachers Registered on the Supply List

LNCT recognises that there will continue to be short to medium term i.e. up to 4 weeks and day to day cover requirements for which the use of teaching staff on supply contracts will continue to be appropriate. These will include, in particular, cover for:

- Training and staff development
- Short and medium term sickness absence
- Special/compassionate leave
- Paternity & maternity support leave
- Trade Union duties
- Qualifications Scotland duties

LNCT agrees that it is appropriate for teaching staff used to cover such requirements to be employed on a supply basis. Supply staff will be paid in accordance with SNCT conditions of service.

Registration on the supply list will take place through Stirling Council's normal recruitment processes. Inclusion on the authority's supply list does not guarantee that work will be made available. However Stirling Council will ensure that offers of work are managed in a fair, open and transparent manner.

There may be circumstances where, as a result of conduct or capability, it is determined that it is no longer appropriate to continue to offer supply work to a teacher. Any alleged conduct issues may be dealt with through the Council's Disciplinary Procedure for Teaching Employees.

Where it becomes clear that the need for the temporary replacement is likely to go beyond 4 weeks then a fixed term contract should be issued.

Only periods of employment on temporary contracts will qualify for transfer to the permanent staff of the authority.

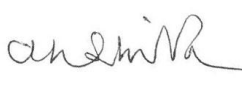
Appointment to the permanent staff of Stirling Council, other than as set out in this agreement, will continue to be by way of application and interview. Details of all vacancies will be published on the Recruitment Portal myjobscotland.gov.uk.

Any temporary or supply teacher wishing to secure a permanent post with Stirling Council will have the opportunity to make application for such posts.

Signed: 

Bryony Monaghan, Co-secretary LNCT

Date: 31 July 2026

Signed: 

Ann Skillen, Co-secretary LNCT

Date: 31 July 2026