

26 March 2018

**To the SCNT Joint Secretaries on the Teachers'
Panel and Scottish Government**

Dear Louise and Stephanie

SNCT – Teachers' Pay Claim 2018/19 – Employers Side Offer.

I am writing to advise you that on Friday, at a specially convened meeting of COSLA Leaders, the undernoted pay offer was agreed in response to the SNCT Pay Claim 2018 as set out in the Teachers' Panel letter of 8 February 2018.

Employers Side Pay Offer to the Teachers' Side

1. The policy and aspiration to achieve parity of pay awards across the bargaining groups, in as far as it is within COSLA's control, has been re-affirmed by COSLA Leaders and a uniform pay offer is being made to the entire workforce, across all four of the local government bargaining groups.
2. The pay offer is for one year and covers the period 1 April 2018 to 31 March 2019. The award will be back dated to the 1 April 2018 application date.
3. The pay offer has been aligned, for the most part, to be consistent with public sector pay policy in Scotland and in the context of teachers and associated professionals, is based on a 35 hour working week viz: -
 - i. A 3% pay increase will apply to all employees earning up to £36,500.
 - ii. A 2% pay increase will apply to all employees earning £36,501-£80,000
 - iii. A flat rate increase of £1,600 will apply to employees earning more than £80,000.

Whilst not affecting teachers, the pay offer deviates marginally from public sector pay policy in relation to the Living Wage. It is proposed to increase the 'Scottish Local Government Living Wage' from its present level of £8.51 per hour to £8.77 per hour, thereby providing a full 3% increase.

The pay offer is being made against a backdrop of a challenging settlement for local government and continued cost pressures for councils. No additional monies have been made available in the 2018/19 local government settlement for this pay award,

WHEN CALLING PLEASE ASK FOR: Tom Young 0131 474 9279 tomy@cosla.gov.uk

2018 Pay Offer Letter to SNCT.DOCX

consequently, COSLA Leaders have agreed that the offer now put to the various trade unions across the four bargaining groups is the best and final offer which can be made for this year.

I should be obliged if in receiving this pay offer from the Employers Side, you would undertake such steps as necessary to ascertain the views of your members and in due course provide COSLA Employers with your response.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Tom Young', with a long horizontal flourish extending to the right.

Tom Young
COSLA Employers Secretary