



F/T: 0300 244 4000  
E: [dfmcse@gov.scot](mailto:dfmcse@gov.scot)

Larry Flanagan  
General Secretary  
Educational Institute of Scotland

*By email*  
[Lflanagan@eis.org.uk](mailto:Lflanagan@eis.org.uk)

CC Joint Secretaries SNCT  
[lwilson@eis.org.uk](mailto:lwilson@eis.org.uk);  
[tomy@cosla.gov.uk](mailto:tomy@cosla.gov.uk)  
[Stephanie.walsh@gov.scot](mailto:Stephanie.walsh@gov.scot)

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I welcome the constructive discussions that have been taking place under the Scottish Negotiating Committee on Teachers (SNCT) processes.

I am encouraged by the movement which has been made by all parties with the aspiration of reaching a negotiated settlement. I recognise the commitment from COSLA which has resulted in a revised offer being made on 17 December and which was refined and resubmitted on 7 January. Albeit this improved offer has been rejected by the Teachers' Panel on 8 January.

The details of the revised multi-year offer are set out in the offer letter from COSLA and in summary the pay offer is in 2 parts, as follows:-

Part 1

- > 2018/19 - 3% pay increase for all SNCT grades will apply, up to a cap of £80,000. At or above this figure a flat rate increase of £1,600 will apply.
- > 2019/20 - 3% pay increase will apply uniformly across all SNCT posts governed by the terms and conditions of the SNCT (no cap).
- > 2020/21 - 3% pay increase will apply across all SNCT posts governed by the terms and conditions of the SNCT (no cap).



## Part 2

In recognition of well-understood recruitment and retention challenges, COSLA supports the Scottish Government's policy interventions to restructure the teachers Main Grade scale and revalue the salary scales for promoted posts in 2018/19. This restructuring removes point 1 from the main grade scale and adds 2% to the 5 main grade paypoints and all promoted post paypoints up to £80,000 threshold. This will be effective from 1 August 2018 and will be backdated to that date.

In terms of the policy intervention, which Scottish Government has committed to fund, I am aware that the Teachers' side are concerned that this offer does not improve the previous offer for the significant number of teachers (47%) currently positioned at the top of the main grade payscale, nor does it materially enhance the offer for teachers on the other points of the main grade scale. Although I note that the enhanced offer of 7 January addressed previous concern regarding the differentiation of the September offer by extending the restructuring to promoted posts.

I am therefore prepared to reconfigure and enhance the second part of the above offer which would result in moving the effective date of the policy intervention to restructure the main grade scale and revalue the promoted posts in 2018/19 to 1 January 2019. This change of date results in a 3% addition to the 5 main grade paypoints and all promoted post paypoints. This would be effective from 1 January and backdated to that date. This does not preclude further consideration of pay and reward for promoted posts in relation to the empowerment agenda, in particular the Headteachers' Charter. As with the previous configuration of the policy intervention to support recruitment and retention, I again confirm that the Scottish Government will provide the additional resources required to support this. This would be in addition to the Local Government settlement and is a clear indication of our commitment to the teaching profession.

Whilst this change relates to the policy intervention (the second part of the offer), you are aware the Scottish Government cannot make a formal offer through the SNCT process and all offers must be provided by COSLA as employers. You are also aware that the next COSLA leaders meeting will take place on 25<sup>th</sup> January and I anticipate that this policy intervention could form part of a revised formal offer if agreed by leaders.

This letter sets out my firm commitment to the Scottish Government's role in bringing these pay discussions to a negotiated conclusion and I would therefore ask that you share this commitment with your colleagues as part of your imminent decision making.

*Your sincerely,*



**JOHN SWINNEY**

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St Andrew's House, Regent Road, Edinburgh EH1 3DG  
[www.gov.scot](http://www.gov.scot)



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