

12 April 2019

To the SNCT Joint Secretaries on the Teachers' Panel and the Scottish Government.

Dear Louise and Stephanie,

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

I write to advise you that COSLA Leaders at a specially convened meeting on 29 March 2019 agreed to make a revised pay offer to the Teachers' Side Trade Unions. The offer is in two parts: -

Part One

- 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. This award will be back dated to 1 April 2018.
- 2019/20 – 3% 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 Two

In recognition of well-understood recruitment and retention challenges, COSLA has agreed to support the Scottish Government's policy interventions to (a) restructure the Teachers' Main Grade Scale and (b) to revalue the salary scales for promoted posts and associated professionals in 2019/20.

Main Grade Scale

The restructuring of the Main Grade Scale in 2019/20 demonstrates a collective commitment on behalf of COSLA and the Scottish Government to ensure that teaching remains an attractive career option for new graduates and for individuals considering a career change into teaching, and that experienced teaching staff are retained within the profession. The effect of the restructuring is to remove scale point one and add 4% to each of the remaining scale points from 1 April 2019. These changes will mean larger increments for staff in post but not yet at the top of the Main Grade scale, as well as a higher starting salary and faster progression for those coming into the profession.

Promoted Posts and Associated Professionals

The revaluation of the salary scales for promoted posts and associated professional grades recognises current challenges around recruitment for these grades. In proposing these changes, we recognise the full range of responsibilities that will flow from our shared work to

empower schools, while acting to incentivise interest in formal leadership posts across Scotland's schools. The revaluation of the salary levels for promoted posts and associated professional grades will add 4% from 1 April 2019 to all relevant pay points. This does not preclude further consideration of pay and reward for promoted posts in relation to the empowerment agenda, in particular the Headteachers Charter.

Review of Job Sizing

The Employers' Side and Scottish Government are seeking agreement from the Teachers' Side to making a joint SNCT commitment to review job sizing within the time period of this revised offer. In seeking this review, we are mindful of the continuing changes taking place within Scottish Education, such as those flowing from the empowering schools' agenda, issues highlighted in the recently published Headteachers Recruitment Working Group report and current work on the development of career pathway for teachers and headteachers.

Additional Measures

Finally, in relation to the development of a range of additional measures, as set out in the Deputy First Minister's letter of 8 March to the Teachers' Side, aimed at reducing unnecessary workload and addressing challenges in supporting children and young people with additional support needs, COSLA leaders have agreed the two additional in-service days in school year 2019/20. COSLA Leaders have also agreed that the other measures will be taken forward in discussion with other key partners in the education system and that they should be referred firstly for initial discussion through the SNCT, as the appropriate negotiating mechanism for such matters.

I look forward to your response and note that the SNCT will meet on (25 April 2019) to sign off on the pay agreement.

Yours sincerely

Tom Young
SNCT Employers Side Secretary.