

**Scottish Negotiating Committee for Teachers  
Teachers Panel**

4 June 2024

Dear Des,

**Scottish Negotiating Committee for Teachers Pay Negotiations 2024/25: Employers' Side Pay Offer**

I refer to your claim dated 22 January 2024 for 2024/25.

Following our Extended Joint Chairs meeting today, in line with Cllr. Hagmann's negotiation mandate from Leaders, we are now in a position to make a formal pay offer to you.

Our offer is to cover the SNCT Pay Year 1 August 2024 to 31 July 2025 and consists of:

- A 2% undifferentiated increase on all SNCT pay points effective from 1 August 2024.
- A further undifferentiated 1% increase on all SNCT pay points effective from 1 May 2025.

As outlined in the meeting by Scottish Government colleagues, the Public Sector Pay Policy (PSPP) was published on 30 May which outlines a 2% increase from April and a further 1 % increase, every year for the next three years. This would provide an overall 9.34% increase by the end of the three-year period. However, this time Local Government is only able to make an offer for one year.

We have noted as various points during this year's pay discussions that the SNCT is not bound by the PSPP, and that the policy informs our considerations about pay. That said, in spite of the financial circumstances faced by councils, the Employers feel it important that our offer should align with the PSPP. We believe this offer is fair and appropriate and reflects the high value Leaders place on the teaching workforce.

I should be obliged if the Teachers Panel would undertake such steps as appropriate to ascertain the views of your respective members about this offer and provide COSLA with your response.

Yours sincerely



Stuart Bain  
Employers' Side Joint Secretary