

## NASUWT Submission:

### SNCT Teachers' Panel Pay Claim for 2024/25



#### The Real-Terms Cut in Teachers' Pay

In 2023-24, teachers in Scotland received a split pay award. It should be noted that, although NASUWT in Scotland discontinued its industrial action relating to this pay award, we did not formally accept it, given that it continued a pattern of real-terms pay cuts for teachers when our pay policy is to seek pay restoration.

The pay award included:

- On 1 April 2023, a 5% increase on all SNCT pay points with a pay cap at starting salaries of £80K above which a £4,000 uplift applied; and
- On 1 January 2024, a further 2% increase on all SNCT pay points with a pay cap at starting salaries of £80K above which a £1,600 uplift applied.

This amounted to an average pay increase of 5.53% in actual salary paid to the majority of teachers in the 1 April 2023 to 31 March 2024 pay year, with headteachers earning above £80k receiving a lower percentage pay increase (between 5.52% and 4.18%). In April 2023, inflation as measured by the Retail Prices Index (RPI) stood at 11.4%.

For Probationer teachers in the 1 April 2023 to 31 March 2024 pay year, starting salaries in Scotland would have been £35,856, if teachers starting salaries had increased to match RPI inflation in each year since April 2010. On 1 January 2024, Probationer teachers starting salaries increased to £32,217, representing a real-terms cash shortfall of £3,639 (11.3%). However, due to the second part of the pay award only applying to salaries from 1 January 2024, the actual salary paid to Probationer teachers in the 1 April 2023 to 31 March 2024 pay year will be £31,742, resulting in a real-terms cash shortfall of £4,114 (12.8%).

For the majority of teachers in Scotland, the 1 January 2024 salary scale points remain 17.9% below the salary that teachers would have received if salaries had increased in each year since April 2010 to match RPI inflation. However, due to the second part of the pay award only applying to salaries from 1 January 2024, the actual salary paid to teachers in the 1 April 2023 to 31 March 2024 pay year will be almost one-fifth (19.4%) lower than the salary they would have received if salaries had increased in each year since April 2010 to match RPI inflation.

The following table illustrates the real-terms shortfall in teachers' pay, as outlined above, and shows the cumulative impact on teachers' pay range values since 2010, as a result of successive and prolonged below RPI inflation salary increases. Teachers and School Leaders who have remained in the profession since 2010 are in effect between £34,399 and £198,893 worse off in real terms since 2010 due to the cumulative shortfall in pay.

SNCT Salary Tables	RPI Salary 2023/24	Annual Salary 1.1.2024	Shortfall in 2023/24 (£)	Shortfall in 2023/24 (%)	Actual Salary Paid 1.4.202 - 31.3.2024	Shortfall in 2023/24 (£)	Shortfall in 2023/24 (%)	Actual cumulative shortfall in real-terms since 2010 (£)
<b>Main Grade Scale</b>								
0 (Probationer)	£35,856	£32,217	£3,639	11.3	£31,742	£4,114	12.8	£34,399
1	£45,565	£38,655	£6,910	17.9	£38,086	£7,479	19.3	£58,122
2	£48,159	£40,848	£7,311	17.9	£40,247	£7,912	19.4	£61,499
3	£50,954	£43,218	£7,736	17.9	£42,584	£8,370	19.4	£65,039
4	£54,180	£45,960	£8,220	17.9	£45,285	£8,895	19.4	£69,128
5	£57,201	£48,516	£8,685	17.9	£47,803	£9,398	19.4	£73,042
<b>Chartered Teacher Spine</b>								
CTS1	£58,962	£50,022	£8,940	17.9	£49,286	£9,676	19.3	£75,188
CTS3	£62,359	£52,896	£9,463	17.9	£52,118	£10,241	19.4	£79,583
CTS6	£70,121	£59,481	£10,640	17.9	£58,606	£11,515	19.4	£89,483
<b>Depute Headteachers and Headteachers</b>								
5	£80,482	£68,265	£12,217	17.9	£67,262	£13,221	19.4	£102,755
8	£87,457	£74,190	£13,267	17.9	£73,099	£14,358	19.4	£111,617
11	£96,217	£81,618	£14,599	17.9	£80,419	£15,799	19.4	£122,763
17	£126,112	£102,411	£23,701	23.1	£101,212	£24,901	24.3	£177,986
19	£138,054	£110,808	£27,246	24.6	£109,609	£28,445	25.7	£198,893

The decision to change the pay award settlement date to 1 August annually with effect from 1 August 2024 will have an impact on real-terms pay for teachers in the context of the ongoing cost of living crisis. It is imperative that the Scottish Government take into account the fact that the pay award for 2023-2024 has covered a longer sixteen-month pay award period, which spans from 1 April 2023 through to 31 July 2024.

The NASUWT continues to call for significant increases to all salary points and allowances, to address the cumulative shortfall in teachers' salaries since 2010. In its 2023 Big Question survey, 65% of respondents said they did not think teaching was currently competitive with other occupations in terms of the salaries and rewards on offer. In 2022, the Union recommended that the following increases to teachers' salaries and allowances were necessary to reverse the real terms reduction in pay suffered by teachers in Scotland since 2010:

- 2022 – 12%
- 2023 – 10%
- 2024 – 8%.

The NASUWT position remains unchanged. Teachers need a significant above RPI-inflation pay rise. Teachers in Scotland have endured too many years of pay freezes or below-inflation pay awards (in ten of the last fourteen years) and the real-terms erosion of pay over this period must be addressed if teaching in Scotland is to be an attractive profession which recruits and retains the best people.

### **International Comparators**

Whilst the Scottish Government is fond of highlighting that teachers in Scotland are better-paid than elsewhere in the UK, there should be no particular pride in doing better than a dysfunctional Westminster Government which has presided over poor pay awards in England & Wales and the abdication of responsibility over Northern Ireland, where teachers and other public sector workers have not had a pay rise in three years.

In the meantime, OECD studies regularly show that teachers in Scotland do not earn as much as those in many other European nations (such as Germany, Denmark, Spain, Austria and the Netherlands), especially the most experienced classroom teachers.<sup>1</sup>

### **Recruitment – Initial Teacher Training**

The Scottish Government must recognise and accept the importance of the pay award for teachers and school leaders in securing the recruitment and retention of high-quality teachers and school leaders and service quality across the system as a whole. Teachers' and school leaders' pay and conditions of service are inextricably linked to the provision of high-quality education.

The Scottish Government has missed its target for Student teacher recruitment for three years in a row and the downward trend in applications now has numbers applying for Initial Teacher Education (ITE) in Scotland below pre-pandemic figures.<sup>2</sup>

### **Other Graduate Professions**

In contrast, a study of the latest graduate vacancies and starting salaries at the UK's 100 best-known and most successful employers carried out by High Fliers Research in January 2023 found that the number of graduates recruited in 2022 jumped by 14.5% from 2021, the biggest ever annual increase in graduate vacancies, taking graduate recruitment to its highest level yet.

Moreover, the evidence presented in the High Fliers Research also showed that at least a quarter of places on the top graduate programmes now provide starting salaries of more than £40,000.<sup>3</sup>

### **Job Security**

Even when Students are attracted into education and qualify as teachers, there are issues with their job prospects. Large numbers of teachers in Scotland are currently on temporary contracts (13%, excluding those on the one-year Teacher Induction Scheme) - this is unacceptable and must change. Job insecurity leads to turbulence in the school workforce resulting in a lack of stability and continuity for pupils, which is itself likely to be a key driver of pupil indiscipline.

Given that the Scottish Government has committed additional funding for staffing, some of which is designed to be used to offer more permanent contracts, local authorities must use this funding for its intended purpose and have evidence to demonstrate this.<sup>4</sup>

### **Overall Teacher Numbers**

The Scottish Government seemed to recognise the problem with the number of temporary contracts and the wider need to recruit more teachers, both to aid Education Recovery post-pandemic and begin to prepare for the commitment to reduce pupil contact time for teachers. Their 2021/22 Programme for Government, committed to support the recruitment of 3,500 additional teachers and 500 classroom assistants over the course of this Parliament (with an explicit statement that this 3,500 figure would be over and above the 1,400 extra teachers recruited during the pandemic).

<sup>1</sup> <https://www.oecd-ilibrary.org/docserver/e13bef63-en.pdf?expires=1705305712&id=id&accname=guest&checksum=47ECC063B168121807ACFC92C563D1DB> – page 381<sup>1</sup>

<sup>2</sup> <https://www.ucas.com/data-and-analysis/undergraduate-statistics-and-reports/ucas-undergraduate-releases/ucas-undergraduate-applicant-releases-2023-cycle/2023-cycle-applicant-figures-25-january-deadline>

<sup>3</sup> [https://www.highfliers.co.uk/download/2023/graduate\\_market/GMRReport23.pdf](https://www.highfliers.co.uk/download/2023/graduate_market/GMRReport23.pdf)

<sup>4</sup> <https://www.gov.scot/publications/summary-statistics-for-schools-in-scotland-2023/pages/school-teachers/>

Despite this, the teacher census data published in December 2022 and 2023, far from demonstrating an increase in teacher numbers, instead, showed a decrease (of 92 and 160 teachers respectively). This is not acceptable, as it increases teacher workload, reinforces the precarity of employment for many and, overall, contributes to difficulties in recruiting and retaining teachers; this matter must be addressed by the Scottish Government and local authorities as a matter of urgency.<sup>5</sup>

### **Workload**

The Scottish Government and COSLA must also address the inadequate nature of teachers' non-pay conditions to deliver a teacher's contract that will attract and retain the best graduates to the profession. Specifically, there should be no doubt about the workload crisis which is afflicting the teaching profession. There is little doubt that non-financial factors such as teacher workload are important for determining the relative attractiveness of teaching, alongside levels of pay.

NASUWT notes that the Scottish Government has recently commissioned a teacher audit to inform its decisions on education workforce planning in future years; the NASUWT believes that this planned audit must include a root and branch review of the maximum 35 hour working week and is calling for an annual teacher workload survey to capture the hours worked and what activities teachers are undertaking.

It also asks the Scottish Government to set out how it intends to deliver the commitment to reduced pupil contact time within the promised timeframe of the current Scottish Parliamentary term while taking account of the distinct challenges different local authorities face.

### **Equalities Data**

The Scottish Government must ensure that it carries out a detailed and robust Equalities Impact Assessment of any proposed teachers' pay award to confirm that such proposals:

- do not contribute to discrimination;
- advance equality of opportunity between different groups; and
- do not exacerbate even further issues of discrimination.

More broadly, it is regrettable that there is currently a paucity of teacher workforce equalities data and the NASUWT believes the Scottish Government must address this as a matter of urgency: data for all protected characteristics groups on all teachers' pay bands must be collated. The absence of comprehensive and robust equalities data does not eliminate the problem of workforce discrimination in access to employment, career development and promotion but may just hide it from view. It is clear, for example that:

- (i) the cost-of-living crisis has had a disproportionate impact on older Black, Asian and other ethnic minorities. Existing inequalities place minority ethnic groups at heightened risk from the effects of high inflation and associated pressures;
- (ii) the gender pay gap is impacted by rising childcare costs. NASUWT has long argued that the Government must carry out research into women teachers' pay, with specific focus on teachers' pay experiences during maternity leave, and in supply, short term-contract and intermittent work. Sadly, to date, these calls have gone unheeded;
- (iii) the NASUWT's casework, organising and research indicates that teachers with protected characteristics have a disproportionately high presence in the supply teacher cohort, impacting both pay and job security.

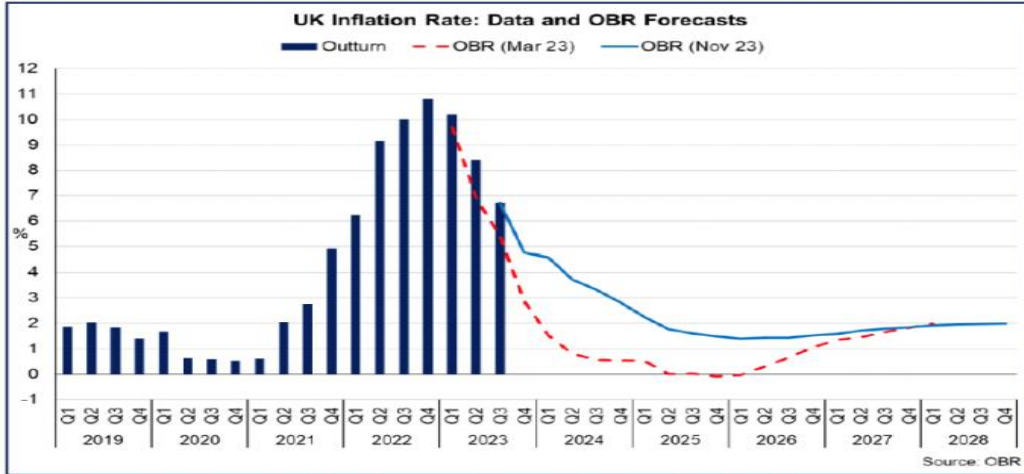
Addressing, challenging and countering discrimination and inequality must form a key objective of the teachers' pay award, not simply become a tick box exercise after-the-fact.

---

<sup>5</sup> <https://www.gov.scot/news/summary-statistics-for-schools-in-scotland-2022/>  
<https://www.gov.scot/news/summary-statistics-for-schools-in-scotland-2023/>

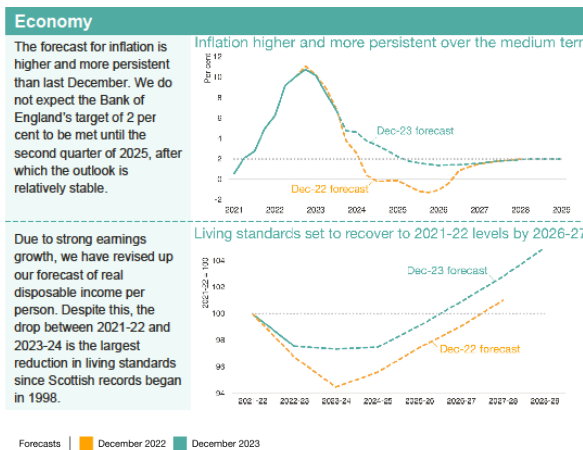
## Economic outlook and the impact on the cost of living

The Scottish Government’s Chief Economist<sup>6</sup> has provided a bleak outlook for 2024 with growth remaining subdued, and inflation expected to fall back to the 2% target more slowly than previously forecast with interest rates expected to remain higher for longer.

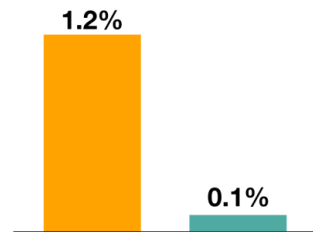


### Household income

This means that people will continue to feel the impact of the cost of living crisis with levels of inflation and interest rates coming down more slowly than originally forecast. Above target inflation and higher interest rates continue to present a challenging outlook for working people, with wages having a lower buying power than originally forecast and households having a lower level of disposable income.



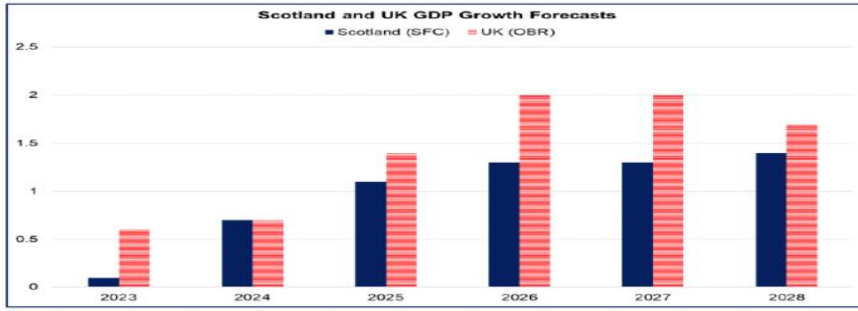
### Real disposable income per person 2024-25



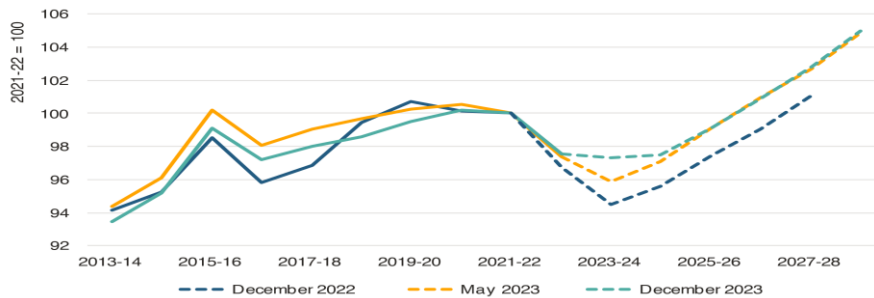
The Scottish Fiscal Commission<sup>7</sup> forecast the Scottish economy to grow 0.7% (previously 0.9%) in 2024, rising to 1.1% in 2025 (previously 1.3%). This is broadly in line with the OBR forecasts for the UK economy for growth of 0.7% in 2023 rising to 1.4% in 2024.

The SFC forecast assumes inflation will fall from its October rate of 4.6% to 3% over the coming year and return gradually to the Bank of England’s 2% target rate by mid-2025. This decline is slower than previously forecast and reflects the greater than expected persistence in domestic inflationary pressures.

<sup>6</sup> <https://www.gov.scot/publications/scottish-economic-bulletin-december-2023/pages/7/#:~:text=The%20SFC%20forecast%20assumes%20inflation,persistence%20in%20domestic%20inflationary%20pressures.>  
<sup>7</sup> <https://www.fiscalcommission.scot/publications/scotlands-economic-and-fiscal-forecasts-december-2023/>



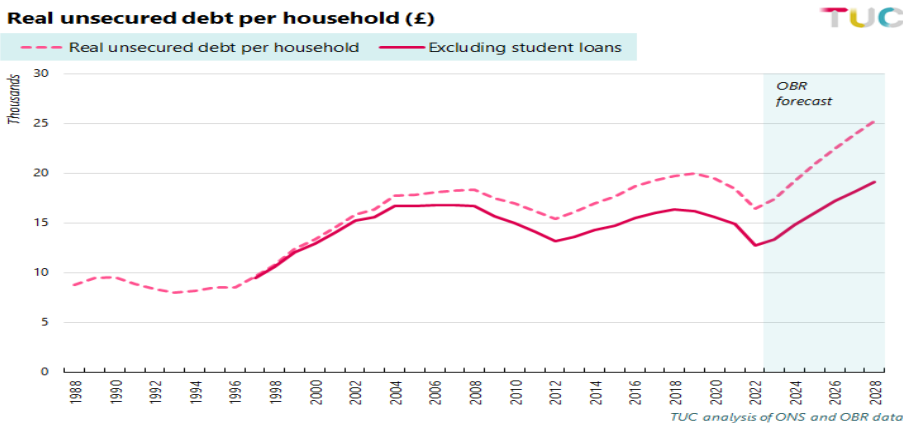
Therefore until at least 2026-27 people in Scotland will continue to feel the adverse impacts of the on-going cost of living and energy crisis. Furthermore, there seems to be no end to the war in Ukraine, a broadening conflict in the Middle-East and continuing adverse effects of Brexit, all of which continue to impinge adversely on the stability of financial markets, with this volatility impacting prices.



Line chart showing living standards falling by 2.7 per cent from 2021-22 to 2023-24 and regaining their 2021-22 level in 2026-27<sup>8</sup>.

### Household debt

Household debt is expected to grow steeply over the next few years, and hit a new record high in 2026. TUC analysis<sup>9</sup> of OBR's latest forecasts shows that real unsecured debt (personal loans, credit cards etc) per household is set to grow by £1,431 per household (11 per cent) in 2024, the largest rise since 1999. In 2026, household debt will hit a record high of £17,180, surpassing the previous record high of £16,820 in 2007, when the financial crisis hit. Real wages remain below what they were in 2008, and the OBR does not expect them to return to their 2008 level until 2028.



<sup>8</sup> Scotland's Economic and Fiscal Forecasts December 2023<sup>8</sup> <https://www.fiscalcommission.scot/publications/scotlands-economic-and-fiscal-forecasts-december-2023/>

<sup>9</sup> TUC Economic update 9 January 2024

**For further information, please contact:**

Dr Patrick Roach

General Secretary

[nasuwt@mail.nasuwt.org.uk](mailto:nasuwt@mail.nasuwt.org.uk)

[www.nasuwt.org.uk](http://www.nasuwt.org.uk)