

Joint Negotiating Committee for Teachers in Residential Establishments (JNCTRE)

To: Local Authorities in England and Wales
Members of the JNCTRE

21 October 2025

Dear Colleague

JOINT EDUCATION SERVICES CIRCULAR (JESC) NO 233

Pay and conditions for teachers covered by the JNCTRE agreement are aligned with those for mainstream school teachers, as set out in the School Teachers' Pay and Conditions Documents' (STPCD) [\(England\)](#) and [STPC\(W\)D \(Wales\)](#) and [Burgundy Book](#), other than where the JNCTRE has agreed separate provisions.

The pay ranges for classroom and leadership teachers employed under the terms of the JNCTRE agreement, effective from 1 September 2025, are, therefore, those set out in the 2025 editions STPCD [\(England\)](#) and [STPC\(W\)D \(Wales\)](#) as referenced above.

The pay scales for classroom teachers and leaders in England in maintained schools are currently advisory apart from the minimum and maximum pay ranges. It should be noted that the revised STPCD [\(England\)](#) removes the requirement to have performance related pay. Residential establishments should be cognisant of this when revising pay policies and may wish to refer to [DfE guidance](#).

For teachers in residential establishments in Wales, pay arrangements are set by the School Teachers' Pay and Conditions [STPC\(W\)D \(Wales\)](#) Document. The pay scales for teachers in Wales are mandatory.

Establishments are, therefore, expected to revise their pay scales in light of revisions and flexibilities in England within the national framework. This position is a consequence of the linkage to the STPCDs agreed by the JNCTRE in 2007.

Under the terms of the JNCTRE Agreement, all allowances (including Instructors scales) other than the Sleeping in Duty Allowance have been increased in line with the STPCD [\(England\)](#) and [STPC\(W\)D \(Wales\)](#) allowances and should, therefore, be increased by 4 per cent in England and 4 per cent in Wales with effect from 1 September 2025. The Sleeping in Duty Allowance should be increased by 3.2 per cent from 1 April 2025, in line with the headline percentage pay increase agreed by the NJC for Local Government Services for 2025-26.

Further advice on all matters relating to the JNCTRE agreement is available from the Joint Secretaries. Advice is also available from each of the organisations represented on the JNCTRE for their own members.

Yours sincerely



Sarah Ward
Employers' Side Secretary

Employers' Side Secretary:
Sarah Ward
Local Government Association
18 Smith Square
London SW1P 3HZ



David Powell
Teachers' Side Secretary

Teachers' Side Secretary
David Powell
National Education Union
Hamilton House, Mabledon Place,
London WC1H 9BH

Appendix 1

£		
1.	EXTRANEIOUS DUTY ALLOWANCE	11241
2.	COMMUNITY HOME ADDITION	
	Qualified	7350
	Unqualified	2895

£		
3.	SLEEPING-IN DUTY ALLOWANCE	
	A night	43.13
	Disturbance element per hour	24.40

£		
4.	SECURE UNIT ALLOWANCE	3020

INSTRUCTORS PAY SCALES

£		
1.	PAY SCALE FOR INSTRUCTORS	
		26163
		26669
		26894
		27331
		27817
		28283
		28717
		29222
		29684
		30218
		30677

£		
2.	PAY SCALE FOR INSTRUCTORS SCALE B	27663
		28012
		28421
		29176
		29919
		30670
		31457
		32240
		33074
		33812
		34758
		35243
		36091
		36995
		37875

Allowances for Teaching Staff Employed in Residential Special Schools

£		
1.	ADDITIONAL DUTY ALLOWANCE	11241

£		
2.	SLEEPING-IN DUTY ALLOWANCE	
	A night	43.13
	Disturbance element per hour	24.40

1. HEAD, DEPUTY HEAD & ASSISTANT HEADTEACHERS' ALLOWANCES

Resident Heads				
No. of residential places as percentage of total Group				
	0-20%	21%-40%	41%-65%	66%-100%
	£	£	£	£
2(s)	8084	11872	17264	22082
3(s)	8830	12595	18325	22911
4(s)	9272	13587	19768	24712
5 and above	9753	14299	20895	25995
Non-Resident Heads				
Group	No. of residential places as percentage of total			
	0-20%	21%-40%	41%-65%	66%-100%
	£	£	£	£
2(s)	5719	8387	12197	15249
3(s)	6213	9115	13259	16566
4(s)	6842	10033	14598	18247
5 and above	7179	10538	15311	19131
Resident Deputies				
Group	No. of residential places as percentage of total places			
	0-20%	21%-40%	41%-65%	66%-100%
	£	£	£	£
2(s)	6878	9890	14667	18329
3(s)	7308	10493	15579	19464
4(s)	7722	11101	16461	20578
5 and above	8131	11912	17335	21658
Non-Resident Deputies				
Group	No. of residential places as percentage of total places			
	0-20%	21%-40%	41%-65%	66%-100%
	£	£	£	£
2(s)	4864	7147	10377	12972
3(s)	5292	7742	11278	13741
4(s)	5698	8359	12161	14936
5 and above	6116	8949	13023	16290

Resident Assistant Heads				
Group	No. of residential places as percentage of total places			
	0-20%	21%-40%	41%-65%	66%-100%
	£	£	£	£
2	5668	8312	12095	15119
3	6016	8814	12461	16034
4	6495	9523	14298	17295
5 and above	6828	9827	14627	18196
Non-Resident Assistant Heads				
Group	No. of residential places as percentage of total places			
	0-20%	21%-40%	41%-65%	66%-100%
	£	£	£	£
2	4007	5874	8533	10672
3	4354	6380	9282	11602
4	4795	7022	10218	12770
5 and above	5024	7374	10716	13385