

SCOTTISH NEGOTIATING COMMITTEE FOR TEACHERS (SNCT) PAY NEGOTIATIONS 2021/22: EMPLOYERS' SIDE – FURTHER REVISED PAY OFFER

The latest revised pay offer tabled by the Employers' Side for the 2021/22 teachers' pay negotiations (received in mid-December) has been considered by members in a survey. As a reminder, the terms of that offer were:

A settlement to run for the period 1 April 2021 to 31 March 2022, consisting of:

- a 1% increase at all SNCT pay points, effective from 1 April 2021;
 - a further 1% increase at all SNCT pay points, effective from 1 January 2022;
 - a one-off non-recurring payment of £100 to each SNCT member of staff (prorated for part-time staff), and for all SNCT members in post, on the date the offer is agreed and based on working hours at that time;
 - a cap of £800 for those earning £80K and above.
- 91% of members suggested that this offer is unfair in the current circumstances.
 - 82% of members indicated a willingness to limit their working week to contractual hours in pursuit of a fair pay award.
 - 83% of members indicated a willingness to take strike action in pursuit of a fair pay award.
 - 67% of members said they have seriously considered leaving the teaching profession in the last 12 months.

The revised offer and the feedback from members was considered by the NASUWT Salaries Committee on 7 January and the offer was unanimously rejected. This decision will be reported to the next meeting of the Teachers' Side of the SNCT in the coming month.

In the meantime, the NASUWT National Action Committee will consider the Union's next steps.



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