

## Latest Update on the Teachers' Pay Award 2018/19

On 28 January, members were sent an update on the revised pay offer received from COSLA on 25 January 2019.

The offer is in two parts:

### Part One

- 2018/19 3% increase for all pay grades up to £80,000. A flat-rate increase of £1,600 for those above. This would be backdated to 1 April 2018.
- 2019/20 3% increase across all SNCT grades (no cap).
- 2020/21 3% increase across all SNCT grades (no cap).

### Part Two

Scottish Government's offer to restructure the Main Grade scale and revalue promoted posts and associated grades. The six-point Main Grade scale will reduce to five points and a 3% increase will apply from 1 January 2019. The revaluing of promoted posts will also increase salary levels by 3% on all pay points.

The only other change to the previous offer was a commitment to a review of SNCT guidance on managing teacher workload.

A copy of the letter containing the Employers' Side Revised Offer can be viewed at [www.nasuwt.org.uk/scotlandemployersletterjanuary2019](http://www.nasuwt.org.uk/scotlandemployersletterjanuary2019).

### The Revised Offer

The updated pay scales tracking the pay offer are as follows:

#### Maingrade Scale

Jan-18	Apr-18	New paypoints	Jan-19	Apr-19	Apr-20
22,866	23,552	0	25,696	26,466	27,261
27,438	28,261	1	30,834	31,758	32,712
29,064	29,936				
30,714	31,635	2	32,583	33,561	34,569
32,499	33,474	3	34,479	35,514	36,579
34,557	35,594	4	36,663	37,764	38,898
36,480	37,575	5	38,703	39,864	41,061

#### Principal Teacher Spine

Jan-18	Apr-18	Paypoint	Jan-19	Apr-19	Apr-20
39,774	40,968	1	42,198	43,464	44,769
41,418	42,660	2	43,941	45,258	46,617
43,074	44,367	3	45,699	47,070	48,483
44,727	46,068	4	47,451	48,876	50,343
46,383	47,775	5	49,209	50,685	52,206
48,033	49,473	6	50,958	52,488	54,063
49,683	51,174	7	52,710	54,291	55,920
51,330	52,869	8	54,456	56,091	57,774

#### Chartered Teacher

Jan-18	Apr-18	Paypoint	Jan-19	Apr-19	Apr-20
37,611	38,739	1	39,900	41,097	42,330
38,880	40,047	2	41,248	42,483	43,758
39,774	40,968	3	42,198	43,464	44,769
41,418	42,660	4	43,941	45,259	46,617
43,074	44,367	5	45,699	47,070	48,483
44,727	46,069	6	47,451	48,876	50,343

#### Music Instructors

Jan-18	Apr-18	Paypoint	Jan-19	Apr-19	Apr-20
25,377	26,139	1	26,922	27,729	28,560
26,892	27,699	2	28,530	29,385	30,267
28,410	29,262	3	30,141	31,044	31,974
30,066	30,969	4	31,899	32,856	33,843
31,968	32,928	5	33,915	34,932	35,979
33,732	34,743	6	35,784	36,858	37,965

### Headteachers and Depute Headteacher Scales

Jan-18	Apr-18	Paypoint	Jan-19	Apr-19	Apr-20
45,111	46,464	1	47,859	49,296	50,775
46,500	47,895	2	49,332	50,812	52,335
48,033	49,473	3	50,958	52,488	54,063
49,683	51,174	4	52,710	54,291	55,920
51,330	52,869	5	54,456	56,091	57,774
52,725	54,306	6	55,935	57,613	59,340
54,255	55,884	7	57,561	59,289	61,068
55,779	57,453	8	59,178	60,954	62,784
57,300	59,019	9	60,790	62,613	64,492
58,830	60,594	10	62,412	64,284	66,213
61,374	63,216	11	65,112	67,065	69,078
63,918	65,835	12	67,810	69,843	71,937
66,456	68,451	13	70,506	72,621	74,799
68,997	71,067	14	73,200	75,396	77,658
72,804	74,988	15	77,238	79,554	81,942
76,617	78,916	16	81,282	83,721	86,232
80,436	82,036	17	84,498	87,033	89,643
84,243	85,843	18	88,419	91,071	93,804
88,056	89,656	19	92,346	95,115	97,968

### Quality Improvement Officers

Jan-18	Apr-18	Paypoint	Jan-19	Apr-19	Apr-20
52,725	54,306	1	55,935	57,612	59,340
55,779	57,453	2	59,178	60,954	62,784
58,830	60,594	3	62,412	64,284	66,213

### Quality Improvement Managers

Jan-18	Apr-18	Paypoint	Jan-19	Apr-19	Apr-20
61,374	63,216	1	65,112	67,065	69,078

### Education Support Officers

Jan-18	Apr-18	Paypoint	Jan-19	Apr-19	Apr-20
41,418	42,660	1	43,941	45,258	46,617
43,074	44,367	2	45,699	47,070	48,483
44,727	46,068	3	47,451	48,876	50,343

### Education Psychologists

Jan-18	Apr-18	Paypoint	Jan-19	Apr-19	Apr-20
40,935	42,162	1	43,428	44,730	46,071
42,495	43,770	2	45,084	46,437	47,829
44,079	45,402	3	46,764	48,168	49,614
46,089	47,472	4	48,897	50,364	51,876
48,741	50,202	5	51,708	53,259	54,858
50,280	51,789	6	53,343	54,942	56,589
52,068	53,631	7	55,239	56,895	58,602

### Senior Education Psychologists

Jan-18	Apr-18	Paypoint	Jan-19	Apr-19	Apr-20
55,311	56,970	1	58,680	60,441	62,253

### Education Psychologists – Management Spine

Jan-18	Apr-18	Paypoint	Jan-19	Apr-19	Apr-20
55,311	56,970	1	58,680	60,441	62,253
56,370	58,062	2	59,805	61,599	63,447
57,486	59,211	3	60,987	62,817	64,701
58,593	60,351	4	62,160	64,026	65,946
59,694	61,485	5	63,330	65,229	67,185
60,783	62,607	6	64,485	66,420	68,412
61,866	63,723	7	65,634	67,602	69,630
62,991	64,881	8	66,828	68,832	70,896
64,098	66,021	9	68,001	70,041	72,141

In summary, should this deal be agreed, all posts, with the exception of those earning £80,000 and above, would receive 3% from 1 April 2018, 3% from 1 January 2019, 3% from 1 April 2019 and 3% from 1 April 2020.

The SNCT Teachers' Panel met on 28 January to discuss the offer and will meet again on Monday 25 February once constituent unions have a confirmed position.

In the interim, should there be any further developments, members will be updated.

### Important next steps for members

In recent communications, you were asked to contact the NASUWT Scotland Centre to ensure your details are correct and to confirm your wish to be included in the preparations for a potential ballot on pay/industrial action. You may have already received a call from the NASUWT in relation to this and recorded your view. If you have not yet contacted the NASUWT Centre, please, as a matter of urgency, call 0131 226 8480 or email [rc-scotland@mail.nasuwt.org.uk](mailto:rc-scotland@mail.nasuwt.org.uk) to ensure you are included.

### Make sure you have your say

If you have any comments on the latest offer from COSLA and the Scottish Government, email [rc-scotland@mail.nasuwt.org.uk](mailto:rc-scotland@mail.nasuwt.org.uk).

