



25 January 2019

To the SNCT Joint Secretaries on the Teachers Panel and the Scottish Government.

Dear Louise and Stephanie,

### **SNCT – Teachers Pay Claim 2018/19 – Employers Side Revised Offer**

I write to advise you that COSLA Leaders at their meeting today agreed to make a revised pay offer to the Teachers Side Trade Unions. The offer is in two parts: -

#### Part One

- 2018/19 – 3% pay increase for all SNCT grades will apply, up to a cap of £80,000. At or above this figure a flat rate increase of £1,600 will apply. This award will be back dated to 1 April 2018.
- 2019/20 – 3% increase will apply uniformly across all SNCT posts governed by the terms and conditions of the SNCT (no cap).
- 2020/21 – 3% pay increase will apply across all SNCT posts governed by the terms and conditions of the SNCT (no cap).

#### Part Two

In recognition of well-understood recruitment and retention challenges, COSLA has agreed to support the Scottish Government's policy interventions to (a) restructure the Teachers Main Grade Scale and (b) to revalue the salary scales for promoted posts and associated professionals in 2018/19.

### **Main Grade Scale**

The restructuring of the Main Grade Scale in 2018/19 demonstrates a collective commitment on behalf of COSLA and the Scottish Government to ensure that teaching remains an attractive career option for new graduates and for individuals considering a career change into teaching, and that experienced teaching staff are retained within the profession. The effect of the restructuring is to remove scale point one and add 3% to each of the remaining scale points from 1 January 2019. These changes will mean larger increments for staff in post but not yet at the top of the Main Grade scale, as well as a higher starting salary and faster progression for those coming into the profession.

### **Promoted Posts and Associated Professionals**

The revaluation of the salary scales for promoted posts and associated professional grades recognises current challenges around recruitment for these grades. In proposing these changes, we recognise the full range of responsibilities that will flow from our shared work to empower schools, while acting to incentivise interest in formal leadership posts across Scotland's schools. The revaluation of the salary levels for promoted posts and associated

professional grades will add 3% from 1 January 2019 to all relevant pay points. This does not preclude further consideration of pay and reward for promoted posts in relation to the empowerment agenda, in particular the Headteachers Charter.

### **Review of Job Sizing**

The Employers' Side and Scottish Government are seeking agreement from the Teachers' Side to making a joint SNCT commitment to review job sizing within the time period of this revised offer. In seeking this review, we are mindful of the continuing changes taking place within Scottish Education, such as those flowing from the empowering schools' agenda, issues highlighted in the recently published Headteachers Recruitment Working Group report and current work on the development of career pathway for teachers and headteachers.

### **Review of Guidance**

Finally, in light of the concerns about excessive workload and the challenges around supporting children and young people with additional support needs, the SNCT will commit to a review of its guidance on managing workload.

I should be obliged if in receiving this revised pay offer from COSLA Employers the Trade Union Side would undertake such steps as appropriate to ascertain the views of your members and in due course provide COSLA and the Scottish Government with your response.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Tom Young', with a long horizontal flourish extending to the right.

Tom Young  
SNCT Employers Side Secretary.