

FAO Scottish Negotiating Committee for Teachers Panel

3 March 2023

Dear Des,

Scottish Negotiating Committee for Teachers Pay Negotiations 2022/23: Employers' Side Pay Offer

I refer to your claim dated 17 February 2022 for 2022/23.

Following the COSLA Leaders meetings on 3 March, and recent discussions involving the Scottish Government, it was agreed by COSLA Leaders to mandate Cllr Katie Hagmann, COSLA Spokesperson for Resources, to make a revised best and final pay offer. In being able to do so we note the value we place on the role of the teaching workforce and the essential work they do to deliver high quality education for all of our children and young people.

COSLA and the Scottish Government have taken account of the points raised during negotiations regarding the offer configuration, and its duration. We judge the following offer to be the best that can be made taking account of the financial pressures on council and government finances.

The following offer is for 28 months and is in three parts and covers the period 1 April 2022 to 31st July 2024:

- A 7% increase at all SNCT pay points with effect from 1/4/22, with a cap at a starting salary of £80,000 or over, where a £5,600 flat rate uplift to salary will apply.
- A further increase of 5% at all SNCT pay points with effect from 1/4/23, with a cap at a starting salary of £80,000 or over where a £4,000 flat rate uplift to salary will apply.
- A further increase of 2% at all SNCT pay points with effect from 1/1/24, with a cap at a starting salary of £80,000 or over where a £1,600 flat rate uplift to salary will apply.

We have also agreed that, thereafter, the pay year will be aligned with the school year starting from August 2024.

For the vast majority of the SNCT workforce, the 28-month undifferentiated offer equates to a 14.6% cumulative increase in salary at the point when the third increase is applied. For those already earning over £80,000 or above, the 28-month offer has a monetary value of £11,200 (see appendix 1)

In receiving this pay offer from COSLA Employers, I ask that the Trade Union Side put this offer to your respective members for consultation and in doing so pause any and all industrial action. I look forward to you providing COSLA with your response as soon as possible.

Yours sincerely

Simon Cameron
Employers' Side Joint Secretary

Appendix 1 Revised 6/3/23:

	Current Salary 2021/22	Salary following 1/4/22 7% increase	Salary following 1/4/23 5% increase	Salary following 1/1/24 2% increase
Probationers Main Scale Point 0	£28,113	£30,081	£31,584	£32,217
Teachers Main Scale Point 1	£33,729	£36,090	£37,896	£38,655
Teachers Main Scale Point 2	£35,643	£38,139	£40,047	£40,848
Teachers Main Scale Point 3	£37,713	£40,353	£42,372	£43,218
Teachers Main Scale Point 4	£40,107	£42,915	£45,060	£45,960
Teachers Main Scale Point 5	£42,336	£45,300	£47,565	£48,516
Music Instructors Point 6	£39,147	£41,886	£43,980	£44,859
Educational Psychologist Point 6	£60,423	£64,653	£67,887	£69,246
Principal Ed. Psych Point 9	£74,382	£79,590	£83,571	£85,170
Lead Teacher National	£68,271	£73,050	£76,704	£78,237
Principal Teachers Point 8	£59,571	£63,741	£66,927	£68,265
Heads & Deputes Point 1	£52,350	£56,016	£58,818	£59,994
Heads & Deputes Point 2	£53,964	£57,741	£60,627	£61,839
Heads & Deputes Point 3	£55,740	£59,643	£62,625	£63,879
Heads & Deputes Point 4	£57,657	£61,692	£64,776	£66,072
Heads & Deputes Point 5	£59,571	£63,741	£66,927	£68,265
Heads & Deputes Point 6	£61,185	£65,469	£68,742	£70,116
Heads & Deputes Point 7	£62,964	£67,371	£70,740	£72,156
Heads & Deputes Point 8	£64,737	£69,270	£72,735	£74,190
Heads & Deputes Point 9	£66,498	£71,154	£74,712	£76,206
Heads & Deputes Point 10	£68,271	£73,050	£76,704	£78,237
Heads & Deputes Point 11	£71,223	£76,209	£80,019	£81,618
Heads & Deputes Point 12	£74,175	£79,368	£83,337	£84,936
Heads & Deputes Point 13	£77,124	£82,524	£86,523	£88,122
Heads & Deputes Point 14	£80,070	£85,671	£89,670	£91,269
Heads & Deputes Point 15	£83,445	£89,046	£93,045	£94,644
Heads & Deputes Point 16	£87,771	£93,372	£97,371	£98,970
Heads & Deputes Point 17	£91,212	£96,813	£100,812	£102,411
Heads & Deputes Point 18	£95,409	£101,010	£105,009	£106,608
Heads & Deputes Point 19	£99,609	£105,210	£109,209	£110,808