



**Scottish Negotiating Committee for Teachers
Teachers Panel**

By email

2 September 2024

Dear Des,

SNCT Pay Negotiations 2024/25: Revised Employers' Side Pay Offer

We note the Teachers' Panel rejected the offer made by COSLA on 4th June.

I am writing today to make a revised pay offer, within the new negotiating mandate provided to Cllr Katie Hagmann, COSLA Spokesperson for Resources, by Council Leaders at their meeting on 30th August.

This is a **one year** pay offer covering the **2024/25 SNCT pay year** (August 2024 – July 2025) and consists of a **4.27% uplift** on all SNCT pay points effective from **1 August 2024**.

We have listened to the Teachers Panel throughout these negotiations and appreciated your candour in articulating the elements requested to meet your members' expectations. You will be aware of the severe funding constraints within Scottish public sector financing which continue to be reported in the media.

Taking account of the points in the previous paragraph this is a **full and final offer**.

The key features of the offer are listed below:

- A credible, higher offer than previously made, fully utilising all available funding.
- An offer which attempts to address the inflationary pressure on your members, within the funding pressures noted above, and, above that, includes the first step in restoration of pay as requested by the teacher's panel in our negotiations.
- As requested by the teachers panel the offer is completely undifferentiated. The offer is for a uniform 4.27% uplift at each and every pay point in the SNCT pay scales.
- As requested by the teachers panel, the offer is not linked to any other terms and conditions changes.

I must emphasise this offer fully utilises the negotiating envelope mandated by council Leaders and that it is at the limit of affordability for councils including all available additional funding from Scottish Government.

I should be obliged if, in receiving this pay offer from COSLA Employers, the Teachers Panel seek the views of your respective members and provide COSLA with your response.

If required, we have a scheduled meeting of the Extended Joint Chairs on 5th September 2024 to enable further discussion of the offer.

Yours sincerely

Stuart Bain
Employers' Side Joint Secretary