

**Scottish Negotiating Committee for Teachers Teachers Panel**

By email

16 June 2025

Dear Des,

**SNCT Pay Negotiations 2025/26 – Employers' Side Pay Offer**

At the COSLA Special Leaders meeting on 12 June, Leaders agreed to provide Cllr Katie Hagmann, COSLA Resources Spokesperson, with a revised negotiating mandate for the 2025/26 SNCT pay negotiations. We are now able to make the pay offer below.

The following offer is for a two-year settlement which runs from **1 August 2025 to 31 July 2027**:

- An undifferentiated 4% uplift on all SNCT pay points for year 1 (1 August 2025 to 31 July 2026)
- An undifferentiated 3.5% uplift on all SNCT pay points for year 2 (1 August 2026 to 31 July 2027)

We have listened to the Teachers Panel in both updates at SNCT and through our pay negotiations in Extended Joint Chairs meetings. Our last Extended Joint Chairs meeting was on Friday. We appreciated your candour in articulating the elements requested to meet your members' expectations.

We have highlighted the severe funding constraints within Scottish public sector financing throughout our discussions and this offer is being made on the basis of additional funding and assurances received from Scottish Government.

The key features of the offer are listed below:

- A further offer in advance of the settlement date of 1 August 2025.
- A two year pay offer.
- An offer which fully utilises all available funding.
- As requested by the teachers panel the offer is completely undifferentiated. The offer is for a uniform uplift at every pay point on the SNCT pay scales, for both years.

I must emphasise this offer fully utilises the negotiating envelope mandated by council Leaders and is at the limit of affordability for both Local and Scottish Government.



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

Yours sincerely,

**Stuart Bain**

Employers' Side Joint Secretary