

**FAO Scottish Negotiating Committee for Teachers Panel**

4 November 2021

Dear Des,

**Scottish Negotiating Committee for Teachers Pay Negotiations 2021/22 –  
Employers' Side Pay Offer**

I refer to your claim dated 18 December 2020 for 2021/22.

Since then, the COSLA Employers' Side has made two offers aligned with the Scottish Government Public Sector Pay Policy which you have indicated are unacceptable. As you are aware we have been consulting with councils on the claim and assessing its affordability and sustainability for council budgets in a continuing and tightening period of financial austerity.

At the COSLA Leaders meeting on 29 October it was agreed to mandate Cllr Gail Macgregor, COSLA Spokesperson for Resources, to make a new offer that would include a non-recurring element. The following offer is for a settlement to run for the period 1 April 2021 to 31 March 2022:

- A 1.22% increase at all SNCT pay points. This is based on the value of original differentiated offer linked to the Scottish Public Pay Policy reconfigured to be non-differentiated.
- A back dating of the implementation date of the pay award to be effective from 1 January 2021.

While it is acknowledged that the backdating element of the increase is non-recurring it increases the overall cash value to each SNCT employee proportionate to the uniform percentage increase in the offer, aligning with the teacher's side expectations of non-differentiation.

We remain open to further discussion about the offer, including on elements that might benefit members on the lower parts of the scales.

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

Yours sincerely

Simon Cameron  
Employers' Side Joint Secretary