

18 December 2017

**SNCT 17/61****SNCT Pay Agreement 2017/18**

Dear Colleague

The SNCT has reached a pay agreement for teachers and associated professionals for 2017-2018.

Agreement has been reached on:

**1. Pay**

- 1.1 A 1% uplift in pay from 1 April 2017 to 31 December 2017 will apply to all teachers and associated professionals who are governed by the SNCT bargaining arrangements. A further uplift of 1% will be added from 1 January 2018.
- 1.2 Full details are set out in the revised Appendix 2.1 of the SNCT Handbook. Replacement pages are provided for Appendices 2.1 and 2.5, Annex A of the Handbook. These replacement pages should be included in the Handbook with immediate effect.

**2. Short-Term Supply Teachers**

- 2.1 Arising from the above agreement, the rate of pay for short-term supply teachers is restored to the individual's appropriate point on the main grade scale, with effect from 1 January 2018.
- 2.2 Therefore, all supply teachers will be paid the appropriate point on the main grade scale, regardless of the duration of the cover.
- 2.3 Short-term supply teachers will be paid for actual class contact time plus 10% for duties carried out in the school such as correcting work as part of ongoing classwork, maintaining a record of work, and contributing towards good order in the school, as agreed with the Headteacher.

### **3. Strategic Review of Pay and Reward**

- 3.1 The SNCT recognises the importance of ensuring that teaching remains an attractive career option for new graduates, and for individuals considering a career change into teaching. It is vital, also, that current teaching staff are both retained within the profession and enthused about their role in delivering high quality education experiences for Scotland's young people. The SNCT believes that there should be clearly defined career progression pathways to assist in achieving this goal. The SNCT further recognises the important role that pay and reward plays in achieving this ambition.
- 3.2 The SNCT is content that current conditions of service offer a robust framework for service delivery.
- 3.3 As an outcome of the 2017/18 SNCT pay negotiations, all parties of the SNCT will commit to undertaking a strategic review of pay and reward which recognises the vital role teachers play in the education of our children and young people. This review will be mindful of the need to acknowledge the continuing changes taking place within Scottish Education, such as those flowing from the Governance Review, while supporting the delivery of the ambition of excellence and equity across our school system.
- 3.4 It is therefore agreed that all sides will commit to work collaboratively to develop how this might be taken forward, reporting by April 2018.

Yours sincerely

Tom Young (Employer's Side)  
Louise Wilson (Teachers' Panel)  
Stephanie Walsh (Scottish Government)

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