

Monday 18 December 2017

FORMAL AGREEMENT REACHED ON TEACHERS' PAY & CONDITIONS

The Scottish Negotiating Committee for Teachers (SNCT) has today (Monday 18 December) formally agreed a number of proposals in relation to pay and conditions of service for teachers and associated professionals.

Agreement has been reached on:

- **Pay** – A 1% uplift (backdated) from 1 April 2017 to 31 December 2017 shall apply. Thereafter, an additional 1% uplift in pay from 1 January 2018 to 31 March 2018 shall apply.
- **Supply** – From 1 January 2018, all supply teachers will be paid the appropriate point on the main grade scale, regardless of the duration of the cover.
- **Pay and Reward Review** – In addition to the agreements on pay, all parties agreed to take part in a strategic review of pay and reward of Scotland's teachers and to explore clearly defined career progression pathways.

John Swinney, Deputy First Minister and Cabinet Secretary for Education, said: "We recognise that teachers are the most important in-school factor in a child's educational attainment - having the right number of teachers in schools, with the right skills, is vital to delivering our aims of excellence and equity in Scottish schools."

"Reaching agreement on this pay deal demonstrates the benefit of government, employers and unions working together through the Scottish Negotiating Committee for Teachers.

“As announced in the draft budget, we will provide an additional £24 million through the local government settlement to make this deal happen, alongside continued funding of £88 million so every school can access the right number of teachers.”

Councillor Gail Macgregor, Employers’ Side Chair said:

“I am pleased to say that after long and protracted discussions, the teachers’ pay negotiations for 2017/18 have reached a positive conclusion.

Undoubtedly, we will be meeting again shortly to discuss the pay claim for 2018/19. But it would be good to recognise that for the current year we have been able to reach a satisfactory position agreed by all sides of the SNCT.”

EIS Salaries Convener, Helen Connor, also the SNCT Teachers’ Side Chair, said:

“Teachers will welcome that agreement has now been reached on a back-dated pay settlement for 2017, and that all pay scales will increase by a total of 2% from January. It has been a lengthy process to secure this agreement, and work has already begun towards the 2018 pay claim which is scheduled to be settled by April.”

“While this pay settlement does not meet our aspiration to restore teachers’ pay to pre-austerity levels, it does represent an uplift in pay that exceeds the current 1% public sector pay cap. We welcome that the cap will be lifted from 2018 onwards in Scotland, and will continue to engage constructively in discussions via the SNCT with the aim of delivering improved salaries for all teachers working in our schools.”

(ENDS)

Further information from:

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