

14 December 2007

SNCT/07/04
PAY AGREEMENT 2008 - 2011

Dear Colleagues

The SNCT has agreed a pay award for teachers and associated professionals. The pay agreement will cover the period from 1 April 2008 to 31 March 2011.

The terms of the agreement are:

Effective Date	% Increase
1.4.2008	2.25%
1.4.2009	2.50%
1.4.2010	2.40%

Full details are set out in the revised Appendix 2.1 of the SNCT Handbook (attached). This replacement for the existing Appendix 2.1 should be included in the Handbook from 1.4.2008.

The SNCT, in accordance with its objectives set out in paragraph 2 of the SNCT Constitution (SNCT Handbook Appendix 1.1), is required to secure and maintain appropriate pay levels for teachers and associated professionals. Over the period of this agreement, the SNCT will monitor movements in prices and wages generally. It will also consider evidence on the recruitment and retention of teachers. Early in 2010/11, the SNCT will consider these findings and their implications for the pay levels of teachers and associated professionals. Thereafter, the SNCT will determine its position on commissioning research, in accordance with paragraph 5.4 of the 2001 National Agreement: *A Teaching Profession for the 21st Century*, to inform its deliberations and to meet its objectives on pay.

COSLA
Rosebery House
9 Haymarket Terrace
Edinburgh
EH12 5XZ
T: 0131 474 9200
F: 0131 474 9292
E: Joe@cosla.gov.uk

Teachers' Panel
46 Moray Place
Edinburgh
EH3 6BH
T: 0131 225 6244
F: 0131 220 3151
E: dmorrice@eis.org.uk

Scottish Government Schools Directorate
Teachers Division
2A North Victoria Quay
Edinburgh
EH6 6QQ
T: 0131 244 0230
F: 0131 244 0957
E: Stephanie.walsh@scotland.gsi.gov.uk

Yours sincerely

Joe Di Paola (Employers' Side)
Drew Morrice (Teachers' Panel)
Stephanie Walsh (Scottish Executive)

Joint Secretaries

To: Chief Executives
Directors of Education
Directors of Personnel
Directors of Finance
LNCT Joint Secretaries