

25 April 2019

SNCT 19/70

SNCT Pay Agreement 2018 to 2021

Dear Colleague

The SNCT has agreed the pay award for teachers and associated professionals arising from the Teachers' Side claim for 2018 to 2019.

This agreement covers a period of three years up to 31 March 2021 and includes Scottish Government policy interventions in 2019-20 to restructure the Main Grade Scale and to revalue the salary scales for all SNCT grades. The award is made up as follows.

Agreement has been reached on:

1. Pay

- 1.1 A 3% uplift in pay from 1 April 2018 to 31 March 2019 will apply to all teachers and associated professionals who are governed by the SNCT bargaining arrangements, up to a cap of £80,000. At, or above this figure, a flat rate increase of £1,600 will apply. This award will be backdated to 1 April 2018.
- 1.2 A further uplift of 3% from 1 April 2019 to 31 March 2020 will apply across all SNCT posts governed by the terms and conditions of the SNCT (no cap). This award will be backdated to 1 April 2019.
- 1.3 In addition, as a result of the Scottish Government policy intervention to restructure the main grade scale and to revalue all other paypoints, all SNCT pay scales will increase by a further 4% (no cap) from 1 April 2019. This award will be backdated to 1 April 2019.
- 1.4 A further uplift of 3% from 1 April 2020 to 31 March 2021 will apply across all SNCT posts governed by the terms and conditions of the SNCT (no cap).

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- 1.5 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. Other factors

This pay agreement also covers a range of other factors to address teacher workload and to aid recruitment and retention in the teaching profession.

3. Job-Sizing

- 3.1 Following receipt of the recommendations of the Career Pathways Panel, the SNCT will review job-sizing to ensure it remains fit for purpose. This review will also consider the developing “empowering schools” agenda. At this point there is no presumption that further action will be required but the SNCT is committed to providing its view on appropriate action within the timescale covered by this agreement.

4. Workload

- 4.1 In addition to the pay award, the SNCT acknowledges and approves the offers made by Scottish Government for all parties to work to together to reduce the workload of teachers and to undertake joint activity to assist in reducing and preventing unnecessary workload through increasing teacher agency and school empowerment.

5. Additional In-Service Days 2019 to 2020

- 5.1 The SNCT agrees that 2 additional in-service days, to be held in academic year 2019-20, should be provided to allow schools time to focus on key issues such as workload, additional support and empowering schools. Issues and activities for such days should be decided at school level and by collegiate process, although there is an expectation that opportunities for collaborative practice should be on offer from stakeholders such as Education Scotland, Local Authorities and the RICs.

6. Further Agreements

- 6.1 In coming to this agreement, all parties affirm their commitment to continued working in partnership and to the role of the SNCT in determining national terms and conditions.

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- 6.2 As part of this agreement, the SNCT will establish during the period of this pay award a mechanism for the provision of independent analysis and research of teachers' pay and conditions of service to feed into the next round of pay negotiations.
- 6.3 All sides commit to seeking to maintain a constructive and collegiate industrial relations climate, to enable all to focus on delivering excellence and equity in Scottish education.

Yours sincerely

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

Joint Secretaries

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