

Scottish Negotiating Committee for Teachers

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Dear Colleague

Incremental Progression for Quality Improvement Officers (QIOs) and Education Support Officers (ESOs)

The Joint Secretaries have been asked for advice on salary progression for QIOs and ESOs.

SNCT/32 provided for the phased movement of QIOs and ESOs to new scales based on points drawn from the promoted postholder spine. The first phase, effective from 1 August 2003, involved moving to a five point spine. The second phase, with effect from 1 August 2004, involved moving to a three point incremental scale for both QIOs and ESOs following a Council's assessment of need.

The 2004-2008 Salaries Agreement SNCT/33 set out the application of the pay award to these scales. The following tables tracks movement to the new scale, incorporating the pay award for 2004.

Quality Improvement Officer Scale

Originally £		w.e.f 01.08.03 £		Incremental Scale w.e.f 01.08.04 updated to take account of pay award at 01.04.04
				Point £
39,417	→	40,401	→	1 42,702
40,920	→	41,499	→	2 45,171
42,603	→	43,899	→	3 47,643
43,962	→	45,099	→	
45,474	→	46,299	→	

Education Support Officer Scale

Originally £		w.e.f 01.08.03 £		Incremental Scale w.e.f 01.08.04 uprated to take account of pay award at 01.04.04	
				Point	£
31,545	→	32,601	→	1	33,546
32,754	→	33,900	→	2	34,884
34,095	→	35,199	→	3	36,219
35,181	→	36,501	→	<i>if continuing in post as</i>	
38,412	→	39,099	→	<i>ESOs conserved under</i>	
				<i>the terms of SNCT/32</i>	

We trust this clarifies the situation.

Yours sincerely

Lynne Dickson (Employers' Side)
Drew Morrice (Teachers' Panel)
Stephanie Walsh (Scottish Executive)

Joint Secretaries

To: Chief Executives
Directors of Education
Directors of Personnel
Copy: Directors of Finance