# **Scottish Negotiating Committee for Teachers**

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#### Dear Colleague

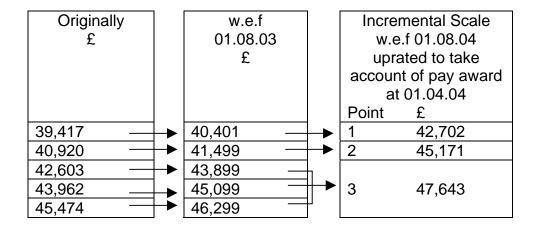
# Incremental Progression for Quality Improvement Officers (QIOs) and Education Support Officers (ESOs)

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

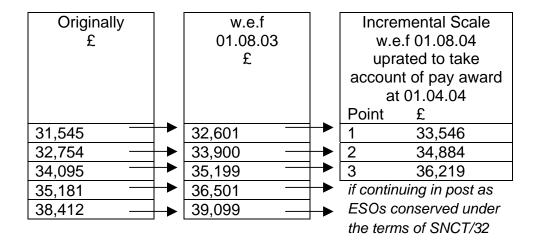
SNCT/32 provided for the phased movement of QIOs and ESOs to new scales based on points drawn from the promoted postholder spine. The first phase, effective from 1 August 2003, involved moving to a five point spine. The second phase, with effect from 1 August 2004, involved moving to a three point incremental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



## **Education Support Officer Scale**



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