

13 November 2025

SNCT 25/106

Pay Agreement August 2025 and Distant Islands Allowance Increase 2025

Dear Colleague

The SNCT has reached agreement on pay from 1 August 2025 to 31 July 2027 for teachers and associated professionals.

Agreement has been reached to accept the pay offer as laid out in the letter from COSLA to the teachers panel on 5 November 2026:

- That an undifferentiated 4% uplift at all points in the SNCT pay scales will be effective from 1 August 2025 rising to 4.25% with effect from 1 April 2026.
- A further undifferentiated 3.25% uplift at all points in the SNCT pay scales will be effective from 1 August 2026.
- That the pay agreement covers the period 1 August 2025 to 31 July 2027.

Re-opener Clause

The SNCT will work to agree the text of a re-opener clause to apply to the second year of the pay settlement and will endeavour to do so by the end of the calendar year 2025. The three sides of the SNCT will take forward this work with a view to reaching agreement on the text of a clause that would enable re-opening of pay discussions if agreed criteria are met.

Distant Islands Allowance

Please note it has also been agreed that the Distant Islands Allowance payable to teachers employed by island councils or whose place of employment is on any of the islands listed in Part 2, Appendix 2.5, Paragraph 1.6 of the SNCT Handbook should be increased to £2,997 per annum with effect from 1 October 2025.

Full details are set out in the revised Appendix 2.1 and Appendix 2.5 Annex A of the SNCT Handbook (attached). The replacements for the existing Appendices will be included on the SNCT website.

Yours sincerely

Suzanne McLeod (Employers' Side)
Stuart Brown (Teachers' Panel)
David Leitch (Scottish Government)

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