

Renfrewshire Joint Negotiating Committee for Teachers

To: Renfrewshire Joint Negotiating Committee for Teachers

On: 14 May 2019

**Report by
Head of Schools**

SNCT Pay Agreement 2018 to 2021

1. Summary

- 1.1. The SNCT has now agreed the pay award for teachers and associated professionals arising from the teachers' side claim for 2018 to 2019. A copy of SNCT 19/70 is attached for reference.
- 1.2. It should be noted that other areas apart from pay are also highlighted in the agreement. In particular, two additional in-service days will be held in academic session 2019/20. Separate arrangements will be made to consult with stakeholders on the dates for these days in line with paragraph 5.1 of the agreement.
- 1.3. The purpose of this paper is to highlight this agreement and note that Renfrewshire Council will implement this in full.

2. Recommendation

- 2.1. JNC is asked to:
 - note the contents of this report; and
 - agree that separate consultation arrangements will be undertaken in order to agree the additional two in-service days

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 maingrade 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 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.

- 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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PART 2

APPENDIX 2.1

SNCT SALARY TABLES

Main Grade Scale

Point	Annual Salary 1.1.2018	Annual Salary 1.4.18	New Pay Point	Annual Salary 1.4.19	Annual Salary 1.4.20
0 (Probationer)	22,866	23,553	0	26,697	27,498
1	27,438	28,260	1	32,034	32,994
2	29,064	29,937			
3	30,714	31,635	2	33,849	34,863
4	32,499	33,474	3	35,817	36,891
5	34,557	35,595	4	38,088	39,231
6	36,480	37,575	5	40,206	41,412

Chartered Teacher Spine

Point	Annual Salary 1.1.2018	Annual Salary 1.4.18	Annual Salary 1.4.19	Annual Salary 1.4.20
1	37,611	38,739	41,451	42,696
2	38,880	40,047	42,849	44,133
3	39,774	40,968	43,836	45,150
4	41,418	42,660	45,645	47,013
5	43,074	44,367	47,472	48,897
6	44,727	46,068	49,293	50,772

Principal Teacher Spine

Point	Annual Salary 1.1.2018	Annual Salary 1.4.18	Annual Salary 1.4.19	Annual Salary 1.4.20
1	39,774	40,968	43,836	45,150
2	41,418	42,660	45,645	47,013
3	43,074	44,367	47,472	48,897
4	44,727	46,068	49,293	50,772
5	46,383	47,775	51,120	52,653
6	48,033	49,473	52,935	54,522
7	49,683	51,174	54,756	56,400
8	51,330	52,869	56,571	58,269

Depute Headteachers and Headteachers

Point	Annual Salary 1.1.2018	Annual Salary 1.4.18	Annual Salary 1.4.19	Annual Salary 1.4.20
1	45,111	46,464	49,716	51,207
2	46,500	47,895	51,249	52,785
3	48,033	49,473	52,935	54,522
4	49,683	51,174	54,756	56,400
5	51,330	52,869	56,571	58,269
6	52,725	54,306	58,107	59,850
7	54,255	55,884	59,796	61,590
8	55,779	57,453	61,476	63,321
9	57,300	59,019	63,150	65,046
10	58,830	60,594	64,836	66,780
11	61,374	63,216	67,641	69,669
12	63,918	65,835	70,443	72,555
13	66,456	68,451	73,242	75,438
14	68,997	71,067	76,041	78,321
15	72,804	74,988	80,238	82,644
16	76,617	78,915	84,438	86,970
17	80,436	82,035	87,777	90,411
18	84,243	85,842	91,851	94,608
19	88,056	89,655	95,931	98,808

Music Instructor Scale

Point	Annual Salary 1.1.2018	Annual Salary 1.4.18	Annual Salary 1.4.19	Annual Salary 1.4.20
1	25,377	26,139	27,969	28,809
2	26,892	27,699	29,637	30,525
3	28,410	29,262	31,311	32,250
4	30,066	30,969	33,138	34,131
5	31,968	32,928	35,232	36,288
6	33,732	34,743	37,176	38,292

Educational Psychologist Scale

Point	Annual Salary 1.1.2018	Annual Salary 1.4.18	Annual Salary 1.4.19	Annual Salary 1.4.20
0	40,935	42,162	45,114	46,467
1	42,495	43,770	46,833	48,237
2	44,079	45,402	48,579	50,037
3	46,089	47,472	50,796	52,320
4	48,741	50,202	53,715	55,326
5	50,280	51,789	55,413	57,075
6	52,068	53,631	57,384	59,106

Senior Educational Psychologist

Point	Annual Salary 1.1.2018	Annual Salary 1.4.18	Annual Salary 1.4.19	Annual Salary 1.4.20
1	55,311	56,970	60,957	62,787

**Depute Principal Educational Psychologist and
Principal Educational Psychologist Spine**

Point	Annual Salary 1.1.2018	Annual Salary 1.4.18	Annual Salary 1.4.19	Annual Salary 1.4.20
1	55,311	56,970	60,957	62,787
2	56,370	58,062	62,127	63,990
3	57,486	59,211	63,357	65,259
4	58,593	60,351	64,575	66,513
5	59,694	61,485	65,790	67,764
6	60,783	62,607	66,990	69,000
7	61,866	63,723	68,184	70,230
8	62,991	64,881	69,423	71,505
9	64,098	66,021	70,641	72,759

Education Support Officer Scale

Point	Annual Salary 1.1.2018	Annual Salary 1.4.18	Annual Salary 1.4.19	Annual Salary 1.4.20
1	41,418	42,660	45,645	47,013
2	43,074	44,367	47,472	48,897
3	44,727	46,068	49,293	50,772

Quality Improvement Officer Scale

Point	Annual Salary 1.1.2018	Annual Salary 1.4.18	Annual Salary 1.4.19	Annual Salary 1.4.20
1	52,725	54,306	58,107	59,850
2	55,779	57,453	61,476	63,321
3	58,830	60,594	64,836	66,780

Quality Improvement Manager

Point	Annual Salary 1.1.2018	Annual Salary 1.4.18	Annual Salary 1.4.19	Annual Salary 1.4.20
1	61,374	63,216	67,641	69,669

Administrative Note: Each annual rate of salary shown has been increased or reduced to the nearest multiple of £3.

PART 2

APPENDIX 2.5: ANNEX A

REMOTE SCHOOLS ALLOWANCE

The Remote Schools Allowance from 1 April 2018 is:

- £1,467 per annum for payments in accordance with paragraph 1.3(a)
- £2,754 per annum for payments in accordance with paragraph 1.3(b)

DISTANT ISLANDS ALLOWANCE

The Distant Islands Allowance from 1 October 2018 is £2,157 per annum.

Note: *The allowance is based on the ONS figure for the increase in Average Weekly Earnings (total pay) over a three-month average. The months April and October will continue to be used for the Remote Schools Allowance and Distant Islands Allowance respectively. In calculating three monthly averages the three months directly preceding will be used.*

RESIDENTIAL SPECIAL SCHOOLS

The Residential Special School Allowances are as follows;

Residential Responsibility Allowance:

- | | | |
|----------------------|---------------------|-------------------|
| • Headteacher | From 1 January 2018 | £18,084 per annum |
| | From 1 April 2018 | £18,627 per annum |
| | From 1 April 2019 | £19,932 per annum |
| | From 1 April 2020 | £20,529 per annum |
| • Depute Headteacher | From 1 January 2018 | £14,571 per annum |
| | From 1 April 2018 | £15,009 per annum |
| | From 1 April 2019 | £16,059 per annum |
| | From 1 April 2020 | £16,542 per annum |

Extra-Curricular Activities Allowance:

From 1 January 2018	£8,331 per annum
From 1 April 2018	£8,580 per annum
From 1 April 2019	£9,180 per annum
From 1 April 2020	£9,456 per annum