

## **Renfrewshire Joint Negotiating Committee for Teachers**

**To: Renfrewshire Joint Negotiating Committee for Teachers**

**On: 26 April 2022**

**Report by  
Head of Education**

### **SNCT Pay Agreement 2021 - 2022**

#### **1. Summary**

- 1.1. The SNCT has now agreed the pay award for teachers and associated professionals arising from the teachers' side claim for 2021-2022. A copy of SNCT 22/88 is attached for reference.
- 1.2. 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.

4 April 2022

**SNCT 22/88**

**Pay Agreement 2021 – 2022**

Dear Colleague

The SNCT has agreed a new pay agreement for teachers and associated professionals.

The pay agreement for teachers and associated professionals covers the period from 1 April 2021 to 31 March 2022.

The terms of the agreement are given below.

For those with current salaries below £80,000:

Effective Date	% Increase
1/4/2021	1.22%
1/1/2022	1.00%

For those with current salaries of £80,000 or more a £800 increase.

In addition, there is one-off non-consolidated payment of £100 to each SNCT member of staff (pro-rated for part-time and taking account of service in the period 1/4/21 to 31/3/22).

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 should be included in the SNCT Handbook and the SNCT website with immediate effect.

Yours sincerely

Simon Cameron (Employers' Side)  
Louise Wilson (Teachers' Panel)  
Stephanie Walsh (Scottish Government)

**Joint Secretaries**

**COSLA**  
Verity House  
19 Haymarket Yards  
Edinburgh  
EH12 5BH  
T: 0131 474 9261  
E: [simonc@cosla.gov.uk](mailto:simonc@cosla.gov.uk)

**Teachers' Panel**  
46 Moray Place  
Edinburgh  
EH3 6BH  
T: 0131 225 6244  
E: [lwilson@eis.org.uk](mailto:lwilson@eis.org.uk)

**Scottish Government Learning Directorate**  
2B North Victoria Quay  
Edinburgh  
EH6 6QQ  
T: 0131 2440230  
E: [Stephanie.walsh@gov.scot](mailto:Stephanie.walsh@gov.scot)

## APPENDIX 2.1

### SNCT SALARY TABLES

#### Main Grade Scale

Point	Annual Salary 1.4.20	Annual Salary 1.4.21	Annual Salary 1.1.22
0 (Probationer)	£27,498	£27,834	£28,113
1	£32,994	£33,396	£33,729
2	£34,863	£35,289	£35,643
3	£36,891	£37,341	£37,713
4	£39,231	£39,711	£40,107
5	£41,412	£41,916	£42,336

#### Chartered Teacher Spine

Point	Annual Salary 1.4.20	Annual Salary 1.4.21	Annual Salary 1.1.22
1	£42,696	£43,218	£43,650
2	£44,133	£44,670	£45,117
3	£45,150	£45,702	£46,158
4	£47,013	£47,586	£48,063
5	£48,897	£49,494	£49,989
6	£50,772	£51,390	£51,903

#### Lead Teacher Spine

Point	Lead Teacher Role	Annual Salary 1.4.21	Annual Salary 1.1.22
1	School based Lead Teacher	£47,586	£48,063
2	Local authority Lead Teacher	£60,579	£61,185
3	Regional or national Lead Teacher	£67,596	£68,271

#### Principal Teacher Spine

Point	Annual Salary 1.4.20	Annual Salary 1.4.21	Annual Salary 1.1.22
1	£45,150	£45,702	£46,158
2	£47,013	£47,586	£48,063
3	£48,897	£49,494	£49,989
4	£50,772	£51,390	£51,903
5	£52,653	£53,295	£53,829
6	£54,522	£55,188	£55,740
7	£56,400	£57,087	£57,657
8	£58,269	£58,980	£59,571

### **Depute Headteachers and Headteachers**

Point	Annual Salary 1.4.20	Annual Salary 1.4.21	Annual Salary 1.1.22
1	£51,207	£51,831	£52,350
2	£52,785	£53,430	£53,964
3	£54,522	£55,188	£55,740
4	£56,400	£57,087	£57,657
5	£58,269	£58,980	£59,571
6	£59,850	£60,579	£61,185
7	£61,590	£62,340	£62,964
8	£63,321	£64,095	£64,737
9	£65,046	£65,841	£66,498
10	£66,780	£67,596	£68,271
11	£69,669	£70,518	£71,223
12	£72,555	£73,440	£74,175
13	£75,438	£76,359	£77,124
14	£78,321	£79,278	£80,070
15	£82,644	£83,445	£83,445
16	£86,970	£87,771	£87,771
17	£90,411	£91,212	£91,212
18	£94,608	£95,409	£95,409
19	£98,808	£99,609	£99,609

### **Music Instructor Scale**

Point	Annual Salary 1.4.20	Annual Salary 1.4.21	Annual Salary 1.1.22
1	£28,809	£29,160	£29,451
2	£30,525	£30,897	£31,206
3	£32,250	£32,643	£32,970
4	£34,131	£34,548	£34,893
5	£36,288	£36,732	£37,098
6	£38,292	£38,760	£39,147

### **Educational Psychologist Scale**

Point	Annual Salary 1.4.20	Annual Salary 1.4.21	Annual Salary 1.1.22
0	£46,467	£47,034	£47,505
1	£48,237	£48,825	£49,314
2	£50,037	£50,646	£51,153
3	£52,320	£52,959	£53,490
4	£55,326	£56,001	£56,562
5	£57,075	£57,771	£58,350
6	£59,106	£59,826	£60,423

### **Senior Educational Psychologist**

Point	Annual Salary 1.4.20	Annual Salary 1.4.21	Annual Salary 1.1.22
1	£62,787	£63,552	£64,188

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

Point	Annual Salary 1.4.20	Annual Salary 1.4.21	Annual Salary 1.1.22
1	£62,787	£63,552	£64,188
2	£63,990	£64,770	£65,418
3	£65,259	£66,054	£66,714
4	£66,513	£67,323	£67,995
5	£67,764	£68,592	£69,279
6	£69,000	£69,843	£70,542
7	£70,230	£71,088	£71,799
8	£71,505	£72,378	£73,101
9	£72,759	£73,647	£74,382

### **Education Support Officer Scale**

Point	Annual Salary 1.4.20	Annual Salary 1.4.21	Annual Salary 1.1.22
1	£47,013	£47,586	£48,063
2	£48,897	£49,494	£49,989
3	£50,772	£51,390	£51,903

### **Quality Improvement Officer Scale**

Point	Annual Salary 1.4.20	Annual Salary 1.4.21	Annual Salary 1.1.22
1	£59,850	£60,579	£61,185
2	£63,321	£64,095	£64,737
3	£66,780	£67,596	£68,271

### **Quality Improvement Manager**

Point	Annual Salary 1.4.20	Annual Salary 1.4.21	Annual Salary 1.1.22
1	£69,669	£70,518	£71,223

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 2021 is:

- £1,614 per annum for payments in accordance with paragraph 1.3(a)
- £3,024 per annum for payments in accordance with paragraph 1.3(b)

### DISTANT ISLANDS ALLOWANCE

The Distant Islands Allowance from 1 October 2021 is £2,397 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 April 2021   | £20,778 per annum |
|                      | From 1 January 2022 | £20,985 per annum |
| • Depute Headteacher | From 1 April 2021   | £16,743 per annum |
|                      | From 1 April 2020   | £16,911 per annum |

Extra-Curricular Activities Allowance:

From 1 April 2021	£9,570 per annum
From 1 January 2022	£9,666 per annum