

**FAO Scottish Negotiating Committee for Teachers Panel**

15 March 2021

Dear Des,

**Scottish Negotiating Committee for Teachers Pay Negotiations 2021/22 –  
Employers' Side Pay Offer**

I refer to your claim dated 18 December 2020 for 2021/22 in the following terms:

- A range of 3%-5% is the financial scope of the claim, depending on other measures and benefits also being considered as part of the pay and reward package, in particular those measures aimed at tackling excessive workload.

Since then, the COSLA Employers' Side has been, as you are aware, consulting with councils on the claim and assessing its affordability and sustainability for council budgets in a continuing and tightening period of financial austerity.

I write to advise you that at a specially convened COSLA Leaders meeting on 12 March it was agreed to mandate Cllr Gail Macgregor, COSLA Spokesperson for Resources, to respond to your claim with the following offer of a settlement which runs for the period 1 April 2021 to 31 March 2022 that is aligned with the Scottish Government Public Sector Pay Policy:

- A 2% uplift for those earning up to £40,000; and
- A 1% rise for those earning over £40,000 with a cap of £800;

I should be obliged if in receiving this pay offer from COSLA Employers the Trade Union Side would undertake such steps as appropriate to ascertain initial views of your respective members and in due course provide COSLA with your response.

Kind regards

Simon Cameron  
Employers' Side Joint Secretary