

## FAO Scottish Negotiating Committee for Teachers Panel

22 November 2022

Dear Des,

### Scottish Negotiating Committee for Teachers Pay Negotiations 2022/23: Employers' Side Pay Offer

I refer to your claim dated 17 February 2022 for 2022/23.

Following COSLA Leaders meetings in October 2022 it was agreed to mandate Cllr Katie Hagmann, COSLA Spokesperson for Resources, to continue discussions with Scottish Government with a view to being able to make a revised pay offer. In being able to do so we note the value that we place on the role of the teaching workforce and the essential work they do to deliver high quality education for all of our children and young people.

We have heard very clearly the ask regarding a 10% pay uplift, as well as the significant points made in relation to the workload of teachers. It is with that in mind and the severe financial pressures that exist nationally and locally that we make our revised offer. Our intent is to ensure an uplift in line with those made to wider public sector colleagues and to reflect our shared commitment with Scottish Government, during a cost-of-living crisis, to ensure that those on the lowest wages receive the greatest uplift. As such, we now make the following offer:

- The offer is for an undifferentiated 5% or a £1,926 uplift, whichever results in a greater increase in annual salary, capped for those currently earning £60,000 or more at a £3000 uplift.

The revised offer means that the 18.5% of the SNCT workforce on the lower end of the pay scale, approximately 10,500 FTE, will receive a pay increase greater than 5%. For teachers on the Main Grade Scale the offer is as follows:

Teachers Main Scale Point	Current Salary	New Salary	Uplift Value	Uplift %
0	£28,113.00	<b>£30,039.00</b>	£1,926.00	<b>6.85%</b>
1	£33,729.00	<b>£35,655.00</b>	£1,926.00	<b>5.71%</b>
2	£35,643.00	<b>£37,569.00</b>	£1,926.00	<b>5.40%</b>
3	£37,713.00	<b>£39,639.00</b>	£1,926.00	<b>5.10%</b>
4	£40,107.00	<b>£42,111.00</b>	£2,004.00	<b>5.00%</b>
5	£42,336.00	<b>£44,454.00</b>	£2,118.00	<b>5.00%</b>

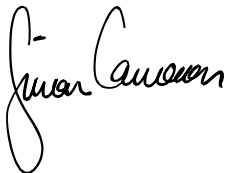
In making this offer we are aware of your preference for an undifferentiated offer. Nonetheless we would urge you to consider the offer in the light of the following points:

- There is considerable public concern about the impact of the cost-of-living crisis, and in particular the impact on the lowest paid parts of the workforce.

- The new offer increases the salaries of the lowest paid, providing additional mitigation against the crisis.
- An offer of this nature aligns with offers made in other parts of the public sector and treats individuals across workforces fairly.
- The offer seeks to acknowledge the concerns of the SNCT unions regarding workload, which were well articulated and heard by us during negotiations, by working within the limitations imposed by the current pressures on public finances which we know you are aware of and seeking to not create any additional pressure in this regard.
- The configuration of this offer does not automatically restrict the parameters of any future years' pay discussions.

I should be obliged if in receiving this pay offer from COSLA Employers the Trade Union Side would put this offer to your respective members and, in due course, provide COSLA with your response. In the meantime, we would ask that all scheduled industrial action is postponed.

Yours sincerely

A handwritten signature in black ink that reads "Simon Cameron". The signature is written in a cursive style with a large, looped initial 'S'.

Simon Cameron  
Employers' Side Joint Secretary

