



FAO Scottish Negotiating Committee for Teachers Panel

14 February 2023

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 February 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.

COSLA and the Scottish Government have taken account of the points raised during negotiations regarding offer configuration, duration, and that an undifferentiated offer is preferred. We judge the following offer to be the best that can be made taking account of the financial pressures on councils and government finances.

The following offer is for two years and in two parts.

- The offer covers the period April 2022 to March 2024.
- A 6% increase at all SNCT pay points with effect from 1/4/22, with a cap at a starting salary of £80,000 or over, where a £4,800 flat rate uplift to salary will apply.
- A further increase of 5.5 % at all SNCT pay points with effect from 1/4/23, with a cap at a starting salary of £80,000 or over where a £4,400 flat rate uplift to salary will apply.

For the majority of the SNCT workforce, the two-year undifferentiated offer equates to an 11.83% cumulative increase in salary.

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 provide COSLA with your response as soon as possible.

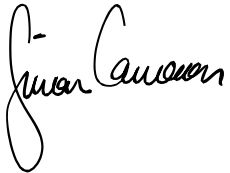
In the hope that you are able to take the offer to your members, we respectfully ask that that all scheduled industrial action is suspended during the period when the offer is being considered. It is in all of our interests, not least those of children, young people and families, to conclude the teachers' pay negotiations as quickly as we can to bring back stability and certainty in our schools.

- As a gesture of goodwill, and in recognition of the tax implications of a 2022 pay uplift being made in the 2023/24 financial year, Leaders will agree implementation of a 5%/£3,000 "down payment" on any uplift to be made by councils immediately.

This aspect is made on the condition that the industrial action noted above is suspended.

This gesture of goodwill is made not to undermine the negotiating process but rather as the minimum offer configuration that has been discussed during negotiations. On that basis it is the preference of Leaders, and a preference that we hope you will share, that it should be paid to your members now rather than being subject to the tax implications noted above. In making this aspect of the offer we must note that for some councils, completing the work required in making an uplifted payment in the current tax year is becoming problematic, so a response as soon as possible about whether the offer can be put to your members, with a suspension of industrial action, is essential.

Yours sincerely

A handwritten signature in black ink, appearing to read "Simon Cameron". The signature is fluid and cursive, with a large initial "S" and a long, sweeping underline.

Simon Cameron
Employers' Side Joint Secretary