

# **Renfrewshire Joint Negotiating Committee for Teachers**

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

**On: 6 February 2018**

**Report by  
Head of Schools**

## **SNCT Pay Agreement 2017/18**

### **1. Background**

- 1.1. The SNCT has now reached a pay agreement for teachers and other associated professionals for the financial year 2017/18.
- 1.2. A copy of the agreement and revised salary scales is attached.
- 1.3. The purpose of this report is to advise JNC that the revised pay scales will be implemented as required by SNCT.
- 1.4. Payroll is currently making the necessary system change in order to ensure staff are paid according to the new scales. It is anticipated that this work will be completed in time for the payroll exercise at the end of February 2018.

### **2. Recommendation**

- 2.1. JNC is asked to note the contents of this report.



18 December 2017

**SNCT 17/61**  
**SNCT Pay Agreement 2017/18**

Dear Colleague

The SNCT has reached a pay agreement for teachers and associated professionals for 2017-2018.

Agreement has been reached on:

**1. Pay**

- 1.1 A 1% uplift in pay from 1 April 2017 to 31 December 2017 will apply to all teachers and associated professionals who are governed by the SNCT bargaining arrangements. A further uplift of 1% will be added from 1 January 2018.
- 1.2 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. Short-Term Supply Teachers**

- 2.1 Arising from the above agreement, the rate of pay for short-term supply teachers is restored to the individual's appropriate point on the main grade scale, with effect from 1 January 2018.
- 2.2 Therefore, all supply teachers will be paid the appropriate point on the main grade scale, regardless of the duration of the cover.
- 2.3 Short-term supply teachers will be paid for actual class contact time plus 10% for duties carried out in the school such as correcting work as part of ongoing classwork, maintaining a record of work, and contributing towards good order in the school, as agreed with the Headteacher.

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### **3. Strategic Review of Pay and Reward**

- 3.1 The SNCT recognises the importance of ensuring that teaching remains an attractive career option for new graduates, and for individuals considering a career change into teaching. It is vital, also, that current teaching staff are both retained within the profession and enthused about their role in delivering high quality education experiences for Scotland's young people. The SNCT believes that there should be clearly defined career progression pathways to assist in achieving this goal. The SNCT further recognises the important role that pay and reward plays in achieving this ambition.
- 3.2 The SNCT is content that current conditions of service offer a robust framework for service delivery.
- 3.3 As an outcome of the 2017/18 SNCT pay negotiations, all parties of the SNCT will commit to undertaking a strategic review of pay and reward which recognises the vital role teachers play in the education of our children and young people. This review will be mindful of the need to acknowledge the continuing changes taking place within Scottish Education, such as those flowing from the Governance Review, while supporting the delivery of the ambition of excellence and equity across our school system.
- 3.4 It is therefore agreed that all sides will commit to work collaboratively to develop how this might be taken forward, reporting by April 2018.

Yours sincerely

Tom Young (Employer's Side) Louise  
Wilson (Teachers' Panel) Stephanie  
Walsh (Scottish Government)

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(1) PART 2, APPENDIX 2.1

Revised 12/17

(2) SNCT SALARY TABLES

(A) MAIN GRADE SCALE

Point	Annual Salary as at 1.4.16	Annual Salary as at 1.4.17	Annual Salary as at 1.1.18
0 (Probationer)	22416	22641	22866
1	26895	27165	27438
2	28491	28776	29064
3	30111	30411	30714
4	31860	32178	32499
5	33876	34215	34557
6	35763	36120	36480

(B) CHARTERED TEACHER SPINE

Point	Annual Salary as at 1.4.16	Annual Salary as at 1.4.17	Annual Salary as at 1.1.18
1	36870	37239	37611
2	38115	38496	38880
3	38991	39381	39774
4	40602	41007	41418
5	42225	42648	43074
6	43845	44283	44727

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## Principal Teacher Spine

(c)

(D) *JOB SIZED*

Point	Job Size Band	Annual Salary as at 1.4.16	Annual Salary as at 1.4.17	Annual Salary as at 1.1.18
1	0-82	38991	39381	39774
2	83-96	40602	41007	41418
3	97-110	42225	42648	43074
4	111-126	43845	44283	44727
5	127-142	45468	45924	46383
6	143-159	47085	47556	48033
7	160-177	48705	49191	49683
8	178-196	50319	50823	51330

(E) *CONSERVED SPINE*

Roll	Annual Salary as at 1.4.16	No Increase 1.4.17
<301	38577	38577
301-600	39855	39855
601-800	41154	41154
801-1000	42414	42414
1001-1300	43725	43725
>1300	45006	45006
SEN	39084	39084

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## Depute Headteachers and Headteachers

(f)

### (G) *JOB SIZED SPINE*

Point	Annual Salary as at 1.4.16	Annual Salary as at 1.4.17	Annual Salary as at 1.1.18
1	44223	44664	45111
2	45585	46041	46500
3	47085	47556	48033
4	48705	49191	49683
5	50319	50823	51330
6	51687	52203	52725
7	53187	53718	54255
8	54681	55227	55779
9	56172	56733	57300
10	57672	58248	58830
11	60162	60765	61374
12	62658	63285	63918
13	65148	65799	66456
14	67638	68313	68997
15	71370	72084	72804
16	75108	75858	76617
17	78852	79641	80436
18	82584	83409	84243
19	86319	87183	88056

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## Depute Headteachers and Headteachers

### (H) CONSERVED SPINE

Point	Annual Salary as at 1.4.14	No Increase 1.4.15
1	42360	42360
2	43371	43371
3	44388	44388
4	45396	45396
5	46416	46416
6	47409	47409
7	48420	48420
8	49437	49437
9	50466	50466
10	51678	51678
11	53379	53379
12	55050	55050
13	56748	56748
14	58422	58422
15	60114	60114
16	61806	61806
17	63489	63489
18	65166	65166
19	66861	66861
20	68538	68538
21	70233	70233
22	71916	71916
23	73605	73605
24	75279	75279
25	76968	76968
26	78669	78669
27	80337	80337

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## Music Instructor Scale

Point	Annual Salary as at 1.4.16	Annual Salary as at 1.4.17	Annual Salary as at 1.1.18
1	24876	25125	25377
2	26361	26625	26892
3	27849	28128	28410
4	29475	29769	30066
5	31338	31650	31968
6	33069	33399	33732

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## Educational Psychologist Scale

Point	Annual Salary as at 1.4.16	Annual Salary as at 1.4.17	Annual Salary as at 1.1.18
0 (Probationer)	40128	40530	40935
1	41658	42075	42495
2	43212	43644	44079
3	45180	45633	46089
4	47781	48258	48741
5	49290	49782	50280
6	51042	51552	52068

### (I) SENIOR EDUCATIONAL PSYCHOLOGIST

Point	Annual Salary as at 1.4.16	Annual Salary as at 1.4.17	Annual Salary as at 1.1.18
1	54219	54762	55311

### (J) DEPUTE PRINCIPAL EDUCATIONAL PSYCHOLOGIST AND PRINCIPAL EDUCATIONAL PSYCHOLOGIST SPINE

Point	Annual Salary as at 1.4.16	Annual Salary as at 1.4.17	Annual Salary as at 1.1.18
1	54219	54726	55311
2	55260	55812	56370
3	56352	56916	57486
4	57441	58014	58593
5	58518	59103	59694
6	59583	60180	60783
7	60648	61254	61866
8	61749	62367	62991
9	62835	63462	64098

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### Education Support Officer Scale

Point	Annual Salary as at 1.4.16	Annual Salary as at 1.4.17	Annual Salary as at 1.1.18
1	40602	41007	41418
2	42225	42648	43074
3	43845	44283	44727
No Increase			
4*	43479	43479	
5*	46572	46572	

\* Conservation Points as agreed previously under SNCT/32

### (K) QUALITY IMPROVEMENT OFFICER SCALE

* Point	Annual Salary as at 1.4.16	Annual Salary as at 1.4.17	Annual Salary as at 1.1.18
1	51687	52203	52725
2	54681	55227	55779
3	57672	58248	58830

\* Incorporates salary structure previously agreed under SNCT/32

### (L) QUALITY IMPROVEMENT MANAGER

Point	Annual Salary as at 1.4.16	Annual Salary 1.4.17	Annual Salary 1.1.18
1	60162	60765	61374

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

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## PART 2

### APPENDIX 2.5: ANNEX A

#### REMOTE SCHOOLS ALLOWANCE

The Remote Schools Allowance from 1 April 2017 is:

- £1,431 per annum for payments in accordance with paragraph 1.3(a)
- £2,685 per annum for payments in accordance with paragraph 1.3(b)

#### DISTANT ISLANDS ALLOWANCE

The Distant Islands Allowance from 1 October 2016 is £2,048 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 2016   | £17,726 per annum |
|                      | From 1 April 2017   | £17,904 per annum |
|                      | From 1 January 2018 | £18,084 per annum |
| • Depute Headteacher | From 1 April 2016   | £14,286 per annum |
|                      | From 1 April 2017   | £14,427 per annum |
|                      | From 1 January 2018 | £14,571 per annum |

Extra-Curricular Activities Allowance:

- |   |                     |                  |
|---|---------------------|------------------|
| • | From 1 April 2016   | £8,169 per annum |
|   | From 1 April 2017   | £8,250 per annum |
|   | From 1 January 2018 | £8,331 per annum |

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