

30 January 2026

SNCT 26/107

SNCT Reopener Clause

Dear Colleague

The SNCT reached agreement in November 2025 on a two-year pay settlement, covering the period from 1 August 2025 to 31 July 2027 for teachers and associated professionals.

As part of this agreement a commitment was made to work within the SNCT on a reopener clause for the second year of the pay settlement (i.e. 1 August 2026 to 31 July 2027) that would enable re-opening of pay discussions, if agreed criteria are met.

The agreed reopener clause is outlined below and forms part of the SNCT Pay Agreement as outlined in the Circular [SNCT 25/106](#).

SNCT Pay Reopener Clause

As part of the two-year SNCT pay settlement i.e. 1 August 2026 to 31 July 2027) a reopener clause has been agreed in recognition of the Teachers' Side stated need for restoration of pay.

Review of Consumer Price Index (CPI)

During April 2026, as the end of the first year of the pay agreement approaches and before the start of the second year, a review will be carried out to assess the mean value of CPI over the 12-month financial period (1 April 2025 – 31 March 2026).

Where the review identifies that mean CPI was lower than 0.5 percentage point above 3.25% [i.e. lower than 3.75%] over this period, then there will be no further action, and the pay award will proceed automatically as agreed in August 2026.

Where the review identifies that mean CPI over this period was more than 3.25% by a margin of 0.5 percentage point or greater [i.e. greater than 3.75%], then the SNCT Extended Joint Chairs will meet to discuss the review outcome.

COSLA
Verity House
19 Haymarket Yards
EDINBURGH
EH12 5BH
T: 0131 474 9299
E: suzannem@cosla.gov.uk

Teachers' Panel
46 Moray Place
Edinburgh
EH3 6BH
T: 0131 225 6244
E: sbrown@eis.org.uk

Scottish Government Schools Directorate
2A North Victoria Quay
Edinburgh
EH6 6QQ
T: 0131 244 0230
E: david.leitch@gov.scot

Following such discussions, at the request of either party, this agreement may be reopened for the purpose of renegotiating year two. Any request must be made in writing.

If neither party invokes this break clause by 30 April 2026, then the second year of the pay award will proceed automatically and be implemented on 1 August 2026.

Method of calculating mean CPI for the review process

Mean CPI will be determined with reference to the CPI All Items Index, published by the Office for National Statistics in the series D7G7 [[CPI ANNUAL RATE 00: ALL ITEMS 2015=100 - Office for National Statistics](#)]. That series provides the 'CPI all items' 12-month percentage change value, on a month-by-month basis, and enables a calculation to be carried out to determine the mean average rate of CPI over an agreed period.

For the purposes of this review, a mean average level of CPI across 1 April 2025 - March 2026 will be calculated to determine the applicable rate of CPI.

Yours sincerely

Suzanne McLeod (Employers' Side)
Stuart Brown (Teachers' Panel)
David Leitch (Scottish Government)

Joint Secretaries