
Report To:	Policy & Resources Committee	Date:	13 November 2018
Report By:	Chief Executive	Report No:	LP/117/18
Contact Officer:	Aubrey Fawcett	Contact No:	01475 712701
Subject:	COSLA – Intended Communication to Teachers and School Leaders		

1.0 PURPOSE

- 1.1 The purpose of this report is to advise the Committee of a request received from COSLA to issue to all teachers and school leaders, the briefing note which is attached as Appendix 1.

2.0 SUMMARY

- 2.1 COSLA has proposed that the briefing note be issued by e-mail to all relevant teaching employees.
- 2.2 The briefing note seeks to communicate the background to the proposed Annual Pay Award and the restructuring of the main grade. There is an ongoing ballot on these issues for the three week period up to 12 November 2018.
- 2.3 The briefing note could be considered by some to have content that may be political in nature and, for this reason, the Committee's view on circulation of the note is required.

3.0 RECOMMENDATION

- 3.1 The Committee is asked to consider whether or not it would wish to issue the COSLA briefing note to teaching staff within Inverclyde.

Aubrey Fawcett
Chief Executive

31 October 2018

To all of our teachers and school leaders

Teachers and school leadership play a key role in improving children's outcomes in our schools. We hugely value the work you do and the vital contribution you make to raising attainment, closing the gap and improving outcomes for our children. The purpose of this letter is to ensure that you have a full understanding of the pay proposals on the table.

Annual Pay Award

When it comes to pay, we understand your frustrations. Every public sector worker has faced difficult pay settlements over a number of years. This is not unique to the teaching profession. COSLA and the Scottish Government have worked together to put in place a fair offer for 2018-19, and it is on the table now. This deal would see a 3% increase for all staff earning up to £80,000, with a flat rate increase of £1,600 for those earning more than £80,000 from 1 April 2018. This reflects the offer made to all other employees in the Local Government workforce by COSLA.

By way of example, a teacher at the top of the main grade scale would receive a pay increase of £1,094 with effect from 1 April 2018.

We firmly believe that this is a fair offer which demonstrates that both Local Government and the Scottish Government value the teaching profession. We are disappointed that it has been rejected by the teacher unions. The teacher unions' claim for 10% in a single year cannot be achieved. It is simply unaffordable, and the unions have been told this since their claim was submitted at the start of the year.

There has been some misinformation on social media, which implies that conditions of service form part of the negotiations; this is factually incorrect. Equally, there have been other issues raised about the offer being less than other public sector awards. Given that the offer to teachers is for one year, this again is simply not the case. For example, the pay award for the majority of Health workers is 9% over three years (3% per year) and the recently announced award for Police Officers is a one off 6.5% increase covering a 31 month period from 1 September 2018 to April 2021.

Recruitment & Retention Measures

Separate to, and in recognition of the well understood recruitment and retention challenges facing the teaching workforce, COSLA supports the Scottish Government's proposal to restructure the teachers' main grade scale with effect from 1 August 2018. The proposed restructuring of the main grade would:

- Improve starting salaries for newly qualified teachers to £29,936 – which is competitive with other professions.
- Shorten the scale, reducing it from six to five scale points.
- Increase the value of every pay point on the main grade.

This restructuring has a favourable impact throughout the main grade scale and for clarity we have set this out below so that you can see what it means for the teaching profession, and for you personally.

Current Pay point	January 2018	April 2018	New paypoint including progression - 1 August 2018	August 2018 (includes progression)
			0	24,948
0	22,866	23,552	1	29,936
1	27,438	28,261	1	29,936
2	29,064	29,936	2	32,028
3	30,714	31,635	3	34,120
4	32,499	33,474	4	36,212
5	34,557	35,594	5	38,304
6	36,480	37,574		

The Scottish Government is supporting this restructuring with an additional £25 million for 2018-19.

Overall Impact

Local Government Employers and the Scottish Government value highly our public services and the people who deliver these services. In the case of teachers, we are looking to invest a total of £105m into the annual pay award and the restructuring of the main grade, the combined impact of which would mean that most teachers would see their pay increase by between between 5% and 11% over the course of 2018-19, when incremental progression is factored in.

We hope this information is useful to you and would urge you to give very serious consideration to the annual pay offer and proposed restructuring that we have made to your teacher representatives. As matters stand, only the teacher representatives can accept the offer on your behalf and so we will be encouraging the representatives to return to the negotiating table.

John Swinney



John Swinney MSP
 Deputy First Minister and Cabinet
 Secretary for Education and Skills



Councillor Gail Macgregor
 COSLA Resources Spokesperson