

Report

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Report to:	Corporate Resources Committee
Date of Meeting:	20 February 2008
Report by:	Executive Director (Corporate Resources) Executive Director (Finance and Information Technology Resources)

Subject:	Teachers, etc Pay Agreement 2008 to 2011
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1. Purpose of Report

1.1. The purpose of the report is to:-

- ◆ advise on action taken, in terms of Standing Order No 36(c) because of the timescales involved, by the Executive Director (Corporate Resources) and Executive Director (Finance and Information Technology Resources), in consultation with the Chair and an ex officio member, to implement the supplemental pay increase effective from 1 December 2007 for Teachers, Music Instructors, Educational Instructors, Educational Psychologists, Quality Improvement Officers and Education Support Officers with immediate effect.
- ◆ request approval to implement the agreed pay award for 2008 to 2011 for Teachers, Music Instructors, Educational Instructors, Educational Psychologists, Quality Improvement Officers and Education Support Officers with effect from 1 April 2008.

2. Recommendation(s)

2.1. The Committee is asked to approve the following recommendation(s):-

- (1) that the action taken, in terms of Standing Order No 36(c) because of the timescales involved, by the Executive Directors (Corporate Resources) and (Finance and Information Technology Resources), in consultation with the Chair and an ex officio member, to approve the implementation of the agreed supplemental pay increase effective from 1 December 2007 for Teachers, Music Instructors, Educational Instructors, Educational Psychologists, Quality Improvement Officers and Education Support Officers, be noted; and
- (2) that the agreed pay award for 2008 to 2011 for Teachers, Music Instructors, Educational Instructors, Educational Psychologists, Quality Improvement Officers and Education Support Officers, be implemented with effect from 1 April 2008.

3. Background

3.1. Notification has been received from the Scottish Negotiating Committee for Teachers (SNCT) on an agreed supplemental pay increase effective from 1 December 2007 and pay award for the period 1 April 2008 to 31 March 2011.

4. Pay Agreement

- 4.1. The SNCT agreed a supplemental pay increase of 0.5% in accordance with the terms of SNCT/33, Salaries Agreement 2004 to 2008, for teachers and associated professionals. The agreed supplemental pay agreement will cover the period 1 December 2007 to 31 March 2008.
- 4.2. The pay agreement will cover the period from 1 April 2008 to 31 March 2011 as outlined below:-

Effective date	% increase
1 April 2008	2.25%
1 April 2009	2.50%
1 April 2010	2.40%

5. Employee Implications

- 5.1. Identified employee groups will receive appropriate pay increases.

6. Financial Implications

- 6.1. The Scottish Government has agreed to fund the increase for the last part of this financial year, from 1 December 2007 to 31 March 2008. Thereafter, this cost will be met from existing budgets.

7. Other Implications

- 7.1. None.

8. Equality Impact Assessment and Consultation Arrangements

- 8.1. This report does not introduce a new policy, function or strategy or recommend a change to an existing policy, function or strategy and, therefore, no impact assessment is required.
- 8.2. There was no requirement to undertake any consultation in terms of the information contained in this report.

Robert McIlwain
Executive Director (Corporate Resources)

Linda Hardie
Executive Director (Finance and Information Technology Resources)

25 January 2008

Link(s) to Council Objectives/Values
Excellent Employer

Previous References
Corporate Resources Committee – 2 June 2004

List of Background Papers

Scottish Negotiating Committee for Teachers SNCT/07/03

Scottish Negotiating Committee for Teachers SNCT/07/04

Contact for Further Information

If you would like to inspect the background papers or want further information, please contact:-

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