

From: (Redacted - s.38(1)(a)(b))  
Sent: 23 November 2018  
To: 12:10:22 Public  
Subject: Engagement Unit  
FW: Teachers pay

AO - (Redacted - s.38(1)(a)(b)) - OR

(Redacted - s.38(1)(a)(b)) | Deputy Private Secretary to John Swinney MSP | Deputy First Minister of Scotland and Cabinet Secretary for Education & Skills | Scottish Government | St Andrew's House | Edinburgh | EH1 3DG | T: (Redacted - s.38(1)(a)(b)) | E: DFMCSSE@gov.scot

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-----Original Message-----

From: (Redacted - s.38(1)(a)(b))  
Sent: 21 November 2018 16:47  
To: Deputy First Minister and Cabinet Secretary for Education and Skills  
<DFMCSE@gov.scot>  
Subject: Teachers pay

Dear Mr Swinney,

I am sure you are aware of the result of the recent ballot on pay for teachers.

I understand from media coverage that you and the Scottish government are disappointed with the result. Whilst I am sure you will be inundated with messages from teachers I wanted to share with you both my thoughts and the current thinking in the staff room at my school.

There are numerous reasons that the vast majority of teachers rejected the current pay offer.

1. For too many years the education system in Scotland has operated on the goodwill of staff within schools whilst our terms and conditions have worsened, our pension has been eroded and our take home pay has decreased. That goodwill has now run out. The increasing amount of admin required of teachers means we have less and less time to actually stand in front of children and teach. Whilst our class contact time is capped at 22.5 hours the increasing amount of paperwork means we cannot devote the time we would like to ensuring that our lessons meet the needs of our learners especially given the vast array of difficulties we can face with numerous underfunded inclusion initiatives.

3. Teachers regardless of the stage of their career are a team and differentiating the

pay offer at different levels, trying to pit us against each other is not only insulting but in my opinion simply bad form.

4. The manner in which the Scottish government went about attempting to interfere with a legal union ballot on pay by sending letters to teachers insults our intelligence.

5. Attempting to confuse and entice teachers to accept the pay rise with headline figures of 11% including progression which we receive any way another insult.

6. Years of below inflation increases mean that many teachers are struggling to make ends meet.

The vast majority of teachers are sympathetic to the situation the Scottish government are in re finance but we all feel that it is about time something changed. We simply cannot stop the mass exodus of teachers from the profession without a major pay lift.

We appreciate the attempt by the Scottish government to attempt to attract more graduates to the field with their offer to increase starting salaries but these people do not become successful teachers with out the help and support of more experienced colleagues in schools, we are fast running out of those as experienced teachers leave for industry, take early retirement or as happened recently at my school go and work in a supermarket as the pay was better!

We are a graduate profession and we deserve to be treated and rewarded as such.

It would be unfair of teachers to simply reject your offer and not to make suggestions on how it can be improved.

1. A pay increase that is the same across the board. 7% for all??

2. Whilst teachers absolutely deserve their pay to be returned to pre austerity levels we all accept that this would not be possible in one year. So rather than wasting everybody's time and money every year arguing over single year pay deals a multi year deal with reasonable uplifts over the next 3-5 years. 7% year one, 5% year 2 etc

3. Instead of cutting the number of pay points on the scale you should be looking to increase them. At the moment after 6 years a teacher reaches the top of the pay scale and has no where to go unless they go into management. Many teachers myself included have no interest in leaving the classroom. The number of pay scale point was reduced after the McCrone report and the introduction of chartered teacher, however, this option was removed from teachers so if an increase in scale points is not possible a new form of chartered teacher perhaps??

Again we are sympathetic to the recent financial situation, you also need to be sympathetic to ours, many teachers have left because they simply could not afford to continue teaching. A reasonable uplift could help encourage some of those people back to the job and thus help solve the recruitment crisis.

Finally if your departments are struggling to make the numbers work as a Maths teacher I am sure myself and my colleagues would be more than happy to take a look at them for you. In fact it would make an excellent teaching project for our classes.

There are many more ideas from teachers on how we could get a reasonable pay increase, better conditions and still balance the books. You simply have to be willing to listen and perhaps think outside the box a little!

Whilst teachers will do everything they can to work with Cosla and the Scottish

Government we will not hesitate to take industrial action if we are required to.  
Nobody wants that but if a return to the teachers strikes in the 80's is what is required  
believe me we are quite prepared to do it!

Yours sincerely

(Redacted - s.38(1)(a)(b))

Sent from my iPhone

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2

From: (Redacted - s.38(1)(a)(b))  
Sent: 09 November 2018 13:55:26  
To: Public Engagement Unit  
Subject: FW: Letter to Teachers regarding pay offer

AO - (Redacted - s.38(1)(a)(b)) - OR

For maccs.

(Redacted - s.38(1)(a)(b)) | Assistant Private Secretary to John Swinney MSP | Deputy First Minister of Scotland and Cabinet Secretary for Education & Skills | Scottish Government | St Andrew's House | Edinburgh | EH1 3DG | E: DFMCSSE@gov.scot<mailto:DFMCSE@gov.scot>

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From: (Redacted - s.38(1)(a)(b))>> On Behalf Of Swinney J (John), MSP  
Sent: 06 November 2018 13:16  
To: Deputy First Minister and Cabinet Secretary for Education and Skills <DFMCSE@gov.scot<mailto:DFMCSE@gov.scot>>  
Subject: FW: Letter to Teachers regarding pay offer

(Redacted - s.38(1)(a)(b))  
Personal Assistant to John Swinney  
MSP for Perthshire North / Deputy First Minister / Cabinet Secretary for Education & Skills  
Tel: \* (Redacted - s.38(1)(a)(b))  
[www.johnswinneymsp.com](http://www.johnswinneymsp.com)<<http://www.johnswinneymsp.com>> /  
[www.scottish.parliament.uk](http://www.scottish.parliament.uk)<<http://www.scottish.parliament.uk>>  
P Before you print think about the ENVIRONMENT

From: (Redacted - s.38(1)(a)(b))  
Sent: 06 November 2018 13:02  
To: Swinney J (John), MSP  
<[John.Swinney.msp@parliament.scot](mailto:John.Swinney.msp@parliament.scot)<mailto:John.Swinney.msp@parliament.scot>>  
Subject: Re: Letter to Teachers regarding pay offer

Dear Mr Swinney,

thank you for your joint COSLA letter regarding the teachers' pay offer.

Last year you - yes, you and your governing Scottish Parliament party - put my

Council Tax up by 10% in one go. Yes, 10% in one go - and you want me to accept 3% after a real-terms drop of 24% over approximately 10 years?

I gave up a successful business career (and as a [redacted] had many other opportunities) to become a teacher. Here I am 18 years later earning a take home salary less than I did 10 years ago, despite working longer hours and coping with endless 'initiatives' which do nothing to 'raise attainment'.

What do you earn compared to 10 years ago as a politician? I'll bet it is considerably more, and not a penny less than 10 years ago.

Equality? Fairness? 'All in it together'?

Frankly, your letter is as risible as the pay offer.

Talented young teachers are leaving in droves - you are leaving us in our sinking ship with very little talent for the future.

Let's see what your electoral chances are after a year of disruption and strike action.

Yours sincerely,

[Redacted - s.38(1)(b)]

[Redacted -

s.38(1)(b)]

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\*

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T: 0131-244 4000

E: CorrespondenceUnit@gov.scot

(Redacted - s.38(1)(a)(b))

Your ref:

Our ref: 2018/0039559

13 November 2018

Dear (Redacted - s.38(1)(a)(b))

Thank you for your correspondence to John Swinney dated 06/11/18 which has been passed to the relevant office for response or appropriate action.

The Scottish Government aims to respond to you within 20 working days. Where this is not possible, we will endeavour to keep you updated on the progress of your response.

Yours sincerely

(Redacted - s.38(1)

(a)(b))

**(Redacted - s.38(1)(a)**

**(b))**



T: (Redacted - s.38(1)(a)(b))  
E: (Redacted - s.38(1)(a)(b))

(Redacted - s.38(1)(a)(b))

By E Mail: (Redacted - s.38(1)(a)(b))

Our ref: 2018/0039559

26 November 2018

Dear (Redacted - s.38(1)(a)(b))

Thank you for your e mail of 6 November 2018, addressed to John Swinney MSP, Deputy First Minister and Cabinet Secretary for Education and Skills following his letter to you in conjunction with CoSLA regarding the teachers' pay offer. Mr Swinney has asked me to reply to you on his behalf.

Whilst it is disappointing that since that letter was sent, teachers have rejected what the Scottish Government believes was a strong and fair offer, the Government is pleased however that there will be further talks and can assure you that we will engage positively with the unions and with COSLA to seek to strike a pay deal.

You also mention an increase to your Council Tax liability which came into effect in financial year 2017/18. This increase is partly a result of reforms to the Council Tax system which increase the liability of properties in valuation bands E-H. These changes build on the recommendations of the independent Commission on Local Tax Reform which reported in December 2015. The Commission was very clear that in order to make a property tax fair it would need to be more progressive and there should be an extensive relief based on the ability to pay. The changes make Council Tax fairer by addressing the pre-existing position in which lower banded properties paid more, as a proportion of property value, than households in bands E - H

The reforms also extend Council Tax Reduction scheme, which reduces the Council Tax of around 500,000 homes in Scotland depending on individual circumstances and ability to pay. Households with less than £16,000 in savings and net income of up to £16,750 (single person households) or net income of up to £25,000 (all other households) may be entitled to this reduction. Some households with income above these thresholds may qualify for a lesser reduction. If you consider you may qualify for a reduction under the scheme you should contact your local authority with a view to making an application.

Yours sincerely  
(Redacted - s.38(1)(a)(b)) Education Workforce Unit



3

From: (Redacted - s.38(1)(a)(b))  
Sent: 19 November 2018 13:55:30  
To: Public Engagement Unit  
Cc: Deputy First Minister and Cabinet Secretary for Education and Skills  
Subject: FW: URGENT: Letter from (Redacted - s.38(1)(a)(b)) -  
Teachers Pay Claim

Attachments: u113455\_08-11-2018\_11-26-36.pdf

MACCs Correspondence fast track please

AO - (Redacted - s.38(1)(a)(b))

Kind Regards,  
(Redacted - s.38(1)(a)(b))

(Redacted - s.38(1)(a)(b))|Assistant Private Secretary (Diary) to John Swinney MSP |  
Deputy First Minister of Scotland and Cabinet Secretary for Education & Skills |  
Scottish  
Government | St Andrew's House | Edinburgh | EH1 3DG | T: (Redacted - s.38(1)(a)  
(b)) | E:  
DFMCSE@gov.scot<mailto:DFMCSE@gov.scot>

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From: (Redacted - s.38(1)(a)(b)) On Behalf Of First Minister  
Sent: 08 November 2018 11 :36  
To: Robertson FMG (Fiona) (Director of Learning) <Fiona.Robertson@gov.scot>;  
<Hicks C (Clare) <Clare.Hicks@gov.scot>; Griffin J (Joe) <Joe.Griffin@gov.scot>;  
Deputy First Minister and Cabinet Secretary for Education and Skills  
<DFMCSE@gov.scot>; First Minister FMQs <First Minister  
<firstminister@gov.scot> (Redacted - s.38(1)(a)(b))  
Cc: (Redacted - s.38(1)(a)(b))Mailbox First Minister FMQs <First Minister  
<firstminister@gov.scot>; <fmpolicyteam@gov.scot>  
Subject: URGENT: Letter from (Redacted - s.38(1)(a)(b)) EIS - Teachers Pay Claim  
Importance: High

Dear all

I believe officials were expecting a letter in the last few days from the EIS. It has just  
arrived. Please see attached for your awareness.

Kind regards

(Redacted - s.38(1)(a)(b))

[cid:image008.jpg@01D4800F.873D8E10]<<https://firstminister.gov.scot/>>

[cid:image003.png@01D47757.2759E590] <<https://twitter.com/scotgovfin>>

[cid:image004.png@01D47757.2759E590]

<<https://www.youtube.com/channel/UCU4l3pgRnFJJQLJK35-fbg>>

[cid:image005.png@01D47757.2759E590]

<<https://www.flickr.com/photos/scottishgovernment/>>

[cid:image006.png@01D47757.2759E590]

<<https://www.facebook.com/TheScottishGovernment>>

[cid:image007.png@01D47757.2759E590]

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(Redacted - s.38(1)(a)(b)) | First Minister's Ministerial Private Office | 5th Floor | St Andrew's House | Regent Road | Edinburgh | EH 1 3DG | (Redacted - s.38(1)(a)(b)) |

(Redacted - s.38(1)(a)(b))

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The Educational  
Institute of Scotland

Nicola Sturgeon MSP & John Swinney MSP  
First Minister & Deputy First Minister  
Scottish Government  
St Andrew's House  
Regent Road  
Edinburgh  
EH1 3DG

Ref: (Redacted -  
s.38(1)(a)(b)) 05  
November 2018



*Nicola*  
Dear First Minister and *John* Deputy First Minister

### Joint Scottish Government COSLA letter to teachers

I am instructed by the Salaries Committee of the Educational Institute of Scotland to write to you both to further express our complete opposition to the issuing of the above letter to teachers, at the time of our internal consultation on the self-declared "final" pay offer from COSLA regarding the 2018 teacher pay claim.

I have already raised this matter with you both, but our Committee was of a mind that there should be a formal record of our opposition in the hope that you might reflect upon our points and avoid unfortunate repetition in the future.

The main reason for objecting is that the EIS views the letter as an unwarranted intrusion in the internal consultation process of our union, one which shows a shocking disregard to the right of employees to exercise their choice to be a member of a trade union and to participate freely in the associated activities and democratic processes of such a body. The EIS is clear that to interfere with an open ballot breaches the spirit and principles of partnership working that underpins collective bargaining.

Scottish Government's commitment to the principles of the Fair Work Convention has led the way in terms of administrations within the UK. How it reconciles that position with the action over this letter is beyond the EIS, as the letter reveals that COSLA and the Scottish Government are seeking to undermine the trade unions' agency of being the 'voice' of workers. If the Fair Work Framework is to be deeply embedded in Scottish workplaces, then the Scottish Government and COSLA must to lead by example.



46 Moray Place · Edinburgh · EH3 6BH

tel: +44 (0) 131 225 6244 · e-mail: enquiries@eis.org.uk · www.eis.org.uk

(Redacted - s.38(1)(a)(b))

VALUE  
EDUCATION  
VALUE  
TEACHERS

*Please be advised that this letter will be available for  
members to view on our website in due course*



The Educational  
Institute of Scotland  
[www.eis.org.uk](http://www.eis.org.uk)

**with compliments**

46 Moray Place · Edinburgh · EH3 6BH  
tel: +44 (0)131 225 6244 · fax: +44 (0)131 203151 · e-mail:  
General  
(Redacted - s.38(1)(a)(b))

The claim that the letter is simply a technical and informative communication is a false one. The letter clearly contains argument and indeed reference to external bargaining groups designed to influence voting.

As it happens, I doubt that the letter will have any influence on voting as the scale of rejection seems clear to us already. However, it may help you understand the basis of our objection if I reference previous ballots we have conducted where the issue has been more contested. In those scenarios we have often seen vigorous debate within the Institute about the best way forward – that is a democratic internal process which we are entitled to engage in. What right has the “employer” to intervene in such a debate? None; is the answer, as far as we are concerned.

A further matter is that those Councils which have issued the letter already have done so through the use of internal email addresses. As the purpose of this communication is to influence thinking in relation to a trade union ballot, there is a case to be answered, we believe, with regard to data protection legislation; the EIS is taking legal advice on this matter.

The EIS also objects strongly to narrative from Scottish Government that the issuing of the letter is required to ensure that the detail of the offer is made clear to teachers. As both COSLA and Scottish Government are aware, the COSLA letter which sets out the terms of the offer has been issued in full to every EIS member entitled to vote in the ballot. This is the only formal communication which the EIS has received – what more could be done than for us to issue it to everyone?

As to the claim that it helps clarify the offer, I simply refer you to the fact that the proposed transition arrangements for migrating from the current main grade scale to the proposed new scale are singularly missing from the letter.

This type of behaviour and bad faith is unfortunately all too common in the private sector; we would have expected a higher standard from Scottish Government.

Yours sincerely

(Redacted - s.38(1)(a)(b))

(Redacted –  
s.38(1)(a)(b))

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



Scottish Government  
Riaghaltas na h-Alba  
gov.scot

F/T: 0300 244 4000  
E: dfmcse@gov.scot

(Redacted - s.38(1)(a)(b))  
The Educational Institute of Scotland  
46 Moray Place  
Edinburgh  
EH3 6BH

Your ref: (Redacted - s.38(1)(a)(b))  
Our ref: 2018/0040389  
11 November 2018

1

Thank you for your letter of 5 November 2018, addressed to both the First Minister, regarding the joint Scottish Government and COSLA letter issued to all teachers about the current pay offer and myself.

Firstly, can I assure you and your Salaries Committee that the letter was in no way intended to undermine the democratic role of the teaching unions in the pay negotiation process. Whilst I appreciate that you had already set out the terms of the pay offer to your members, the aim of the joint communication was to ensure that all teachers had clear, concise and accurate information about the pay offer to counteract factually incorrect information that had been appearing on social media.

I am sure you will also appreciate that, as employers, local authorities will communicate regularly with their employees on a variety of work related issues and the decision to issue this particular letter was to ensure that all of their teacher employees had the terms of the pay offer set out for them.

I have of course now received the results of the EIS ballot and whilst it is disappointing that teachers have rejected what I believe was a strong and fair offer, I am pleased there will be further talks and can assure you that we will engage positively with the unions and with COSLA to seek to strike a pay deal.

Yours

JOHN SWINNEY

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St Andrew's House, Regent Road, Edinburgh EH1 3DG  
[www.gov.scot](http://www.gov.scot)



(Redacted -  
s.38(1)(a)(b))

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FW: Pay

**Subject:**

Teachers' Pay - Joint letter from SG and COSLA - October 2018.docx

**Attachments:**

**From:** (Redacted - s.38(1)(a)(b))

**Sent:** 04 October 2018 09:10

**To:** (Redacted - s.38(1)(a)(b))

**Subject:** RE: Pay

Morning (Redacted - s.38(1)(a)(b)). First stab at the joint letter attached. I haven't shared it with anyone else in here yet. Very grateful for quick views/comments/amendments before we share further.

(redacted)

(Redacted - s.38(1)(a)(b)) Workforce, Infrastructure and Reform Division | Learning Directorate | 2-A North | Victoria Quay | Edinburgh | EH6 6QQ

Tel: (Redacted - s.38(1)(a)(b)) | Email: (Redacted - s.38(1)(a)(b))



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



COSLA

To all of our teachers and school leaders

It is widely recognised that teachers and school leadership are the most important factors 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 all of our children.

When it comes to pay, we understand your frustrations. Every public sector worker has faced difficult pay settlements over a number years due to the UK Government's continued austerity measures. This is not unique to the teaching profession. The Scottish Government was the first in the UK to lift the 1% public sector pay cap, and that was reflected in the pay deal agreed between local government, central government and the unions for 2017-18.

But we want to do more, and that is why COSLA and the Scottish Government have worked together to put in place the best pay deal we can 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.

As a part of this offer we are also committed to a restructuring of the main-grade pay scale. This, in conjunction with annual progression, would see teachers on the main-grade scale getting a pay increase of 9% to 11% in 2018-19, with those at the top of the scale getting 5%.

This offer matches or betters other offers in the public sector in Scotland. We firmly believe that it is a generous and fair offer and we are very 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.

Our offer is far from derisory, and we would urge you to give it serious consideration.

(Redacted -  
s.38(1)(a)(b))

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**From:** (Redacted - s.38(1)(a)(b))  
**Sent:** 22 October 2018 16:47  
**To:** (Redacted - s.38(1)(a)(b))  
**Subject:** Teachers' Pay -Revised Joint letter from SG and COSLA - October 2018  
**Attachments:** Teachers' Pay -Revised Joint letter from SG and COSLA - October 2018.docx

(Redacted -  
s.38(1)(a)(b))

I've had a bash at redrafting the joint pay letter taking into consideration some of (Redacted - s.38(1)(a)(b)) suggestions below. I don't think we can fully accept his changes as that letter would tie us into any future movement for this year if there were to be any.

If we go with a joint letter it will need to go out next Monday as that is the first day back from half term for all teachers and the day before the EIS ballot goes live

We can discuss tomorrow on your return.

(Redacted - s.38(1)(a)(b))

(Redacted - s.38(1)(a)(b)) comments on your draft.

Meantime, I met with (Redacted - s.38(1)(a)(b)) on other business today and she discussed the content of the joint letter. She has asked me to convey her views in order that the letter can be re-drafted by SG.

(Redacted - s.38(1)(a)(b)) comments:

- Current letter is overtly political in some content which needs to be removed, for example, para two which begins "When it comes to pay.... Should be deleted.
- The reference to derisory in the final sentence should also be regarded as delete. I accept this term has indeed been used but has evolved now into differentiated, in any event, delete.

Earlier this week I referred you to a video featuring on the EIS website and I wonder whether this provides an opportunity regarding the purpose of the joint letter, i.e. as a vehicle to counter misinformation and to provide teachers with accurate information on the pay offer on the table.

So, for example, if the letter had some phraseology along the lines of:

***"We are eager to ensure that teachers have clear, concise and accurate information on the pay offer on the table and that misinformation presently online which infers that conditions of service form part of the negotiations is corrected as bogus, which it is. Conditions of service do not form any part of the pay negotiations. Equally, you have most likely picked up from press releases that police officers have received a pay award of 6.5%. This is correct, but it's also correct that the award is for a period of 31 months and police officer pay will not increase again before April 2021.***

***As you know, COSLA Employers have made a one year offer of a 3% pay award to all teachers earning up to a threshold of £80,000 after which a flat rate increase of £1600 will apply. This is exactly the same offer made to all other employees in the local government workforce. This parity of pay offer is felt to be fair in the current financial climate. Scottish Government has however recognised the arguments put forward about attracting graduates into teaching and retaining experienced teachers when they have reached the top of the main grade***

*scale. That's why SG is prepared to invest £25m this year and £38m thereafter to restructure the main grade scale.*

*This restructuring has a favourable impact throughout the scale and for clarity we have set this out in the following table so that you can see what it means for you personally.*

*INSERT TABLE (Redacted - s.38(1)(a)(b)) SENT TO TOM EARLIER THIS WEEK.*

*This offer matches or betters other offers in the public sector etc etc.....*

*We would urge you to give very serious consideration to the offer we have made when participating in any forthcoming ballot recommending rejection. We will be encouraging your trade union to return to the negotiating table and begin the process of pay bargaining for a further increase from April 2019/20.*

*Kind regards*



Scottish Government  
Riaghaltas na h-Alba  
gov.scot

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



COSLA

Xx October 2018

To all of our teachers and school leaders

We are writing this joint letter today to ensure that teachers have clear, concise and accurate information on the pay offer on the table. Teachers and school leadership are the most important factors 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 all of our children.

There has been some misinformation on social media which infers that conditions of service form part of the negotiations which 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.

When it comes to pay, we understand your frustrations. Every public sector worker has faced difficult pay settlements over a number years. This is not unique to the teaching profession. COSLA and the Scottish Government have worked together to put in place the best pay deal we can 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 is exactly the same offer made to all other employees in the local government workforce by COSLA.

As a part of this offer Scottish Government has however recognised the arguments put forward about attracting graduates into teaching and retaining experienced teachers when they have reached the top of the main grade scale and as such it has been agreed to restructure the main grade scale. This, in conjunction with annual progression, would see teachers on the main-grade scale getting a pay increase of 9% to 11% in 2018-19, with those at the top of the scale getting 5%. The Scottish Government is supporting this offer with an additional £35million.



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Secretary for Education and Skills  
John Swinney MSP



COSLA

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5	34,557	35,594	5	38,304	11%
6	36,480	37,574	5	38,304	5%

We firmly believe that it is a generous and fair offer and we are very 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.

We would urge you to give very serious consideration to the offer we have made. We will be encouraging your trade union to return to the negotiating table [and begin the process of pay bargaining for a further increase from April 2019/20].

Kind regards

(Redacted -  
s.38(1)(a)(b))

---

**Subject:** FW: Teachers' Pay -Revised Joint letter from SG and COSLA - October 2018  
**Attachments:** Teachers' Pay -Revised Joint letter from SG and COSLA - October 2018.docx

**From:** (Redacted - s.38(1)(a)(b))  
**Sent:** 23 October 2018 14:52  
**To:** (Redacted - s.38(1)(a)(b))  
**Cc:** (Redacted - s.38(1)(a)(b))  
**Subject:** Teachers' Pay -Revised Joint letter from SG and COSLA - October 2018

(Redacted - s.38(1)(a)(b))

Revised Joint letter for your consideration.

Ideally we would like to get this up to DFM tomorrow as I am assuming you may need for your leaders meeting on Friday?

(Redacted - s.38(1)(a)(b))



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gov.scot

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



October 2018

To all of our teachers and school leaders

We are writing this joint letter today to ensure that teachers have clear, concise and accurate information on the pay offer on the table. Teachers and school leadership are the most important factors 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 all of our children.

When it comes to pay, we understand your frustrations. Every public sector worker has faced difficult pay settlements over a number years. This is not unique to the teaching profession. COSLA and the Scottish Government have worked together to put in place a generous and 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 is exactly the same offer made to all other employees in the local government workforce by COSLA.

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

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There has been some misinformation on social media, which infers 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.

We would urge you to give very serious consideration to the offer we have made. We will be encouraging your teacher representatives to return to the negotiating table.

Kind regards

7

**(Redacted - s.38(1)(a)(b))**

---

**From:** (Redacted - s.38(1)(a)(b)) on behalf of Deputy First Minister and Cabinet Secretary for Education and Skills  
**Sent:** 24 October 2018 13:52  
**To:** (Redacted - s.38(1)(a)(b))  
**Cc:** Robertson FMG (Fiona) (Director of Learning) <Fiona.Robertson@gov.scot>; Griffin J (Joe) <Joe.Griffin@gov.scot>; Gallagher S (Stephen)  
**RE:** Urgent: Teachers pay letter

**Subject:**

Hi (Redacted - s.38(1)(a)(b)),

Thank you for this draft.

The DFM would like the second last paragraph strengthened to demonstrate how this offer is better than other offers being made in the public sector.

Also can you please check that it has consistently been said that 10% in one year is not possible?

Thanks

(Redacted - s.38(1)(a)(b))

**From:** (Redacted - s.38(1)(a)(b))  
**Sent:** 24 October 2018 11:00  
**To:** Deputy First Minister and Cabinet Secretary for Education and Skills <DFMCSE@gov.scot>  
**Cc:** Cabinet Secretary for Finance, Economy and Fair Work <CabSecFEFW@gov.scot>; DG Education, Communities & Justice <DGECJ@gov.scot>; Robertson FMG (Fiona) (Director of Learning) <Fiona.Robertson@gov.scot>; Griffin J (Joe) <Joe.Griffin@gov.scot>; Gallagher S (Stephen) <Stephen.Gallagher@gov.scot> (Redacted - s.38(1)(a)(b))  
**Subject:** RE: Urgent: Teachers pay letter

(Redacted - s.38(1)(a)(b))

Please find attached the draft letter, which has now been agreed with COSLA.

In terms of how we intend to issue this, we are of the view that issuing on Monday 29 October would be the best option given that the ballot of teachers is due to commence on Tuesday 30 October. COSLA also agree with this approach. COSLA will arrange for the letter to be issued to all teachers and school leaders through local authority internal email systems once it has been finalised and signed.

(Redacted - s.38(1)(a)(b)) | Workforce, Infrastructure and Reform Division | Learning Directorate | 2-A North | Victoria Quay | Edinburgh | EH6 6QQ

Tel: (Redacted - s.38(1)(a)(b)) | Email: (Redacted - s.38(1)(a)(b))

**From:** (Redacted - s.38(1)(a)(b)) **On Behalf Of** Deputy First Minister and Cabinet Secretary for Education and Skills

**Sent:** 24 October 2018 08:33

**To:** (Redacted - s.38(1)(a)(b))

**Cc:** Deputy First Minister and Cabinet Secretary for Education and Skills <DFMCSE@gov.scot>

**Subject:** Urgent: Teachers pay letter

**Importance:** High

Hi (Redacted - s.38(1)(a)(b))

DFM would like to see the draft letter to go to teachers about the pay deal and details about how we intend to issue this?

Grateful if the above could be with us by 2pm please.

Many thanks

(Redacted - s.38(1)(a)(b))

Sarah Buchanan | Deputy Private Secretary to John Swinney MSP | Deputy First Minister of Scotland and Cabinet Secretary for Education & Skills | Scottish Government | St Andrew's House | Edinburgh | EH1 3DG | T: | E: [DFMCSE@gov.scot](mailto:DFMCSE@gov.scot)

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(Redacted -  
s.38(1)(a)(b))

---

**From:** (Redacted - s.38(1)(a)(b))  
**Sent:** 24 October 2018 17:09  
**To:** Deputy First Minister and Cabinet Secretary for Education and Skills  
**Cc:** Cabinet Secretary for Finance, Economy and Fair Work; DG Education, Communities & Justice; Robertson FMG (Fiona) (Director of Learning) <Fiona.Robertson@gov.scot>; Griffin J (Joe) <Joe.Griffin@gov.scot>; Gallagher S (Stephen) (Redacted - s.38(1)(a)(b))  
 RE: Urgent: Teachers pay letter

**Subject:**

**Attachments:** Teachers' Pay 2018 - draft Joint SG\_COSLA Letter revised 24 October 2018....docx

(Redacted - s.38(1)(a)(b))

Revised version of the letter attached.

And I can confirm that it has consistently been said to the unions that 10% in one year is not possible/affordable.

Thanks  
 (Redacted - s.38(1)(a)(b))

(Redacted - s.38(1)(a)(b)) | Workforce, Infrastructure and Reform Division | Learning Directorate | 2-A North | Victoria Quay | Edinburgh | EH6 6QQ  
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**Sent:** 24 October 2018 13:52  
**To:** (Redacted - s.38(1)(a)(b)); Deputy First Minister and Cabinet Secretary for Education and Skills <DFMCSE@gov.scot>  
**Cc:** Robertson FMG (Fiona) (Director of Learning) <Fiona.Robertson@gov.scot>; Griffin J (Joe) <Joe.Griffin@gov.scot>; Gallagher S (Stephen) <Stephen.Gallagher@gov.scot>(Redacted - s.38(1)(a)(b))  
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**Sent:** 24 October 2018 11:00

**To:** Deputy First Minister and Cabinet Secretary for Education and Skills <DFMCSE@gov.scot>

**Cc:** Robertson FMG (Fiona) (Director of Learning) <Fiona.Robertson@gov.scot>; Griffin J (Joe) <Joe.Griffin@gov.scot>; Gallagher S (Stephen) <Stephen.Gallagher@gov.scot> (Redacted - s.38(1)(a)(b))

**Subject:** RE: Urgent: Teachers pay letter

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In terms of how we intend to issue this, we are of the view that issuing on Monday 29 October would be the best option given that the ballot of teachers is due to commence on Tuesday 30 October. COSLA also agree with this approach. COSLA will arrange for the letter to be issued to all teachers and school leaders through local authority internal email systems once it has been finalised and signed.

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**Sent:** 24 October 2018 08:33

**To:** (Redacted - s.38(1)(a)(b))

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(Redacted - s.38(1)(a)(b)) | Deputy Private Secretary to John Swinney MSP | Deputy First Minister of Scotland and Cabinet Secretary for Education & Skills | Scottish Government | St Andrew's House | Edinburgh | EH1 3DG | T: (Redacted - s.38(1)(a)(b)) | E: [DFMCSE@gov.scot](mailto:DFMCSE@gov.scot)

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29 October 2018

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When it comes to pay, we understand your frustrations. Every public sector worker has faced difficult pay settlements over a number 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 is exactly the same offer made to all other employees in the local government workforce by COSLA.

As a part of this offer Scottish Government has however recognised the arguments put forward about attracting graduates into teaching and retaining experienced teachers. To this end, we are also proposing to restructure the main grade scale. If accepted, this restructuring, in conjunction with annual progression, would see the majority of teachers getting between 5% and 11% in 2018-19. The Scottish Government is supporting this offer with an additional £35 million.

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 you personally.

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Secretary for Education and Skills  
John Swinney MSP



**COSLA**

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 infers 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 until April 2021.

We would urge you to give very serious consideration to the offer we have made. We will be encouraging your teacher representatives to return to the negotiating table.

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

(Redacted - s.38(1)(a)(b))

**(Redacted - s.38(1)(a)(b))**

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**From:** (Redacted - s.38(1)(a)(b))  
**Sent:** 11 December 2018 23:47  
**To:** (Redacted - s.38(1)(a)(b))  
**Subject:** FW: Teachers' Pay 2018 - draft Joint SG\_COSLA Letter revised 24 October 2018..  
**Attachments:** Teachers' Pay 2018 - draft Joint SG\_COSLA Letter revised 24 October 2018,..\_docx

(Redacted - s.38(1)(a)(b))  
LD: Education Workforce Unit  
2B North Victoria Quay  
Edinburgh  
EH6 6QQ  
(Redacted - s.38(1)(a)(b))



year of young people  
bliadhna na h-òigridh  
2018

**From:** (Redacted - s.38(1)(a)(b))  
**Sent:** 25 October 2018 11:22  
**To:** (Redacted - s.38(1)(a)(b))  
**Cc:** (Redacted - s.38(1)(a)(b))  
**Subject:** Teachers' Pay 2018 - draft Joint SG\_COSLA Letter revised 24 October 2018 ..\_

(Redacted - s.38(1)(a)(b))

Sorry I was called away from my desk

The only change we have made is the inclusion in the penultimate paragraph to include reference to health and police.

The redraft is currently with DFM so not cleared yet.

(Redacted - s.38(1)(a)(b))



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



COSLA

29 October 2018

To all of our teachers and school leaders

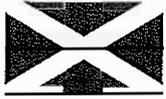
Teachers and school leadership are the most important factors in improving children's outcomes in our schools. We hugely value the work you do and the vital contribution you make to raising attainment, closing the gap and improving outcomes for all of our children. The purpose of this letter is to ensure that you have clear, concise and accurate information on the pay offer on the table.

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John Swinney MSP



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We would urge you to give very serious consideration to the offer we have made. We will be encouraging your teacher representatives to return to the negotiating table.

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

(Redacted - s.38(1)(a)(b))

(Redacted - s.38(1)(a)(b))

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**From:** Hicks C (Clare)  
**Sent:** 26 October 2018 14:35  
**To:** (Redacted - s.38(1)(a)(b))  
**Subject:** FW: Letter

---

**From:** (Redacted - s.38(1)(a)(b))  
**Date:** Friday, 26 Oct 2018, 2:29 pm  
**To:** Hicks C (Clare) <Clare.Hicks@gov.scot>  
**Subject:** Letter

I assume you have this already, but, just in case, here's the letter the EIS has sent to its members.

Dear

I write in response to reports in the press that Scottish Government has approached COSLA with a view to co-signing a letter to be issued directly to EIS members during the forthcoming consultative ballot period, ostensibly because the EIS has "misinformed" members about the offer.

Firstly, it is quite outrageous that the Employers' Side feels that it can interfere directly in the internal democracy of our union. It's straight out of the playbook of big business and shows a complete disrespect for trade unions.

Secondly, the notion that members are being misinformed is completely mendacious. The full COSLA "offer" letter has already been issued to school reps and every member will receive a copy along with the ballot papers.

Up until the "final offer" was made it was supposed to be "confidential" to the negotiating group – a position we respected, although the other side clearly leaked details to the press. At the end of each round of negotiation, we informed the meeting of what we intended to publicise to members so that there was no duplicity around process. Neither Scottish Government nor COSLA informed us of their "letter".

You have a right to be a member of a trade union and trade unions have a right to operate free from interference from employers.

The EIS has made its position clear to both Scottish Government and to COSLA. We hope they will desist from this deeply undemocratic approach.

On a more positive note, tomorrow sees our National Demonstration, which will give members a chance to demonstrate our unity and determination to achieve a fair pay deal for all teachers.

The weather forecast is dry and sunny, although a little chilly – which is good for Glasgow in October!

Hope to see you there.

(Redacted - s.38(1)(a)(b))

**The Educational Institute of  
Scotland** 46 Moray Place, Edinburgh,  
EH3 6BH Tel: 0131 225 6244  
Twitter: @eisunion  
[www.eis.org.uk](http://www.eis.org.uk)

Regards

(Redacted -  
s.38(1)(a)(b))



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11  
(Redacted -  
s.38(1)(a)(b))

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**From:** (Redacted - s.38(1)(a)(b))  
**Sent:** 30 October 2018 13:35  
**To:** Hicks C (Clare)  
**Cc:** (Redacted - s.38(1)(a)(b))  
**Subject:** RE: letter  
**Attachments:** Teachers' Pay 2018 - draft Joint SG\_COSLA Letter revised 30 October 2018 v2.docx

Hi(Redacted - s.38(1)(a)(b))

Hi Clare

(Redacted - s.38(1)(a)(b)) has been consulted and is fine with content. It has been referred to advisers in the appropriate professional associations for any comments and they have been given until 3pm to come back. Vicki and I happy to have your feedback.

(Redacted - s.38(1)(a)(b)).

**From:** Hicks C (Clare) <Clare.Hicks@gov.scot>;  
**Sent:** 30 October 2018 13:00  
**To:** (Redacted - s.38(1)(a)(b))  
**Cc:** (Redacted - s.38(1)(a)(b))  
**Subject:** letter  
**Importance:** High

(Redacted - s.38(1)(a)(b))

It would be really helpful to have sight of the revised draft as soon as possible in order for us not to lose further time.

I'm seeing DFM later this pm and ideally would like to have considered your revise well in advance of this.

Thanks

(Redacted - s.38(1)(a)(b))

\*\*\*\*\*

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Tha am post-d seo (agus faidhle neo ceanglan còmhla ris) dhan neach neo luchd-ainmichte a-mhàin. Chan eil e ceadaichte a chleachdadh ann an dòigh sam bith, a' toirt a-steach còraichean, foillseachadh neo sgaoileadh, gun chead. Ma 's e is gun d'fhuair sibh seo gun fhiosd', bu choir cur às dhan phost-d agus lethbhreac sam bith air an t-siostam agaibh agus fios a leigeil chun neach a sgaoil am post-d gun dàil.

Dh'fhaodadh gum bi teachdaireachd sam bith bho Riaghaltas na h-Alba air a chlàradh neo air a sgrùdadh airson dearbhadh gu bheil an siostam ag obair gu h-èifeachdach neo airson adhbhar laghail eile. Dh'fhaodadh nach eil beachdan anns a' phost-d seo co-ionann ri beachdan Riaghaltas na h-Alba.

\*\*\*\*\*

Our Business Address is : COSLA, Verity House, 19 Haymarket Yards, Edinburgh, EH12 5BH. t: +441314749200 w: <http://www.cosla.gov.uk>

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



29 October 2018

### To all of our teachers and school leaders

Teachers and school leadership are the most important factors 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 clear, concise and accurate information on 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 is exactly the same 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.



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



**COSLA**

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	August 2018
0	22,866	23,552	0	24,948
1	27,438	28,261	1	29,936
2	29,064	29,936	2	29,936
3	30,714	31,635	3	32,028
4	32,499	33,474	4	34,120
5	34,557	35,594	5	36,212
6	36,480	37,574	5	38,304

The Scottish Government is supporting this restructuring with an additional £35 million.

### 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 xxxx 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.

We hope this information is useful to you and would urge you to give very serious consideration to 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 MSP**  
Deputy First Minister and Cabinet  
Secretary for Education and Skills

(Redacted - s.38(1)(a)(b))

**(Redacted - s.38(1)(a)(b))**

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**From:** (Redacted - s.38(1)(a)(b)) 30 October 2018 14:58  
**Sent:** (Redacted - s.38(1)(a)(b)); Hicks C (Clare)  
**To:** <Clare.Hicks@gov.scot>  
**Cc:** (Redacted - s.38(1)(a)(b))  
**Subject:** RE: letter

Thanks (Redacted - s.38(1)(a)(b))

As advised to Clare on the phone and as per Tom's email below, we are waiting on comment back from our professional advisers and they have until 3pm. There may therefore be changes resulting from that. We agreed we would then share with you on the understanding the letter could again change when Group Leaders look at this tomorrow but it would be helpful to get your views.

(Redacted - s.38(1)(a)(b))

**From:** (Redacted - s.38(1)(a)(b))  
**Sent:** 30 October 2018 14:03  
**To:** (Redacted - s.38(1)(a)(b)); Hicks C (Clare) <Clare.Hicks@gov.scot>  
**Cc:** (Redacted - s.38(1)(a)(b))  
**Subject:** RE: letter

Thanks (Redacted - s.38(1)(a)(b)). (Redacted - s.38(1)(a)(b)) will be discussing with DFM this afternoon and we'll get back to you .

(Redacted - s.38(1)(a)(b))

(Redacted - s.38(1)(a)(b)) | Workforce, Infrastructure and Reform Division | Learning Directorate | 2-A North | Victoria Quay | Edinburgh | EH6 6QQ  
 Tel: (Redacted - s.38(1)(a)(b)) | Email:  [\(Redacted - s.38\(1\)\(a\)\(b\)\)](mailto:(Redacted - s.38(1)(a)(b)))

**From:**  [\(Redacted - s.38\(1\)\(a\)\(b\)\)](mailto:(Redacted - s.38(1)(a)(b)))   
**Sent:** 30 October 2018 13:35  
**To:**  [Hicks C \(Clare\) <Clare.Hicks@gov.scot>](mailto:Hicks C (Clare) <Clare.Hicks@gov.scot>)   
**Cc:**  [\(Redacted - s.38\(1\)\(a\)\(b\)\)](mailto:(Redacted - s.38(1)(a)(b)))   
**Subject:** RE: letter

Hi Clare

(Redacted - s.38(1)(a)(b)) has been consulted and is fine with content. It has been referred to advisers in the appropriate professional associations for any comments and they have been given until 3pm to come back. (Redacted - s.38(1)(a)(b)) and I happy to have your feedback.  
 (Redacted - s.38(1)(a)(b)).

**From:**  [Hicks C \(Clare\) <Clare.Hicks@gov.scot>](mailto:Hicks C (Clare) <Clare.Hicks@gov.scot>)   
**Sent:** 30 October 2018 13:00  
**To:**  [\(Redacted - s.38\(1\)\(a\)\(b\)\)](mailto:(Redacted - s.38(1)(a)(b)))   
**Cc:**  [\(Redacted - s.38\(1\)\(a\)\(b\)\)](mailto:(Redacted - s.38(1)(a)(b)))   
**Subject:** letter  
**Importance:** High

(Redacted - s.38(1)(a)(b))