

## **Joint Negotiating Committee for Teachers in Residential Establishments (JNCTRE)**

To: Local Authorities in England and Wales  
Members of JNCTRE  
Members of NEOST

19 September 2016

Dear Colleague

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### **JOINT EDUCATION SERVICES CIRCULAR NO 204 Joint Negotiating Committee for Teachers in Residential Establishments STPCD 2016**

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As you know, since 2007 pay and conditions for teachers covered by the JNCTRE agreement have been aligned with those for mainstream school teachers set out in the School Teachers' Pay and Conditions Document (STPCD) and Burgundy Book, other than where separate provisions have been agreed by the JNCTRE.

The JNCTRE Agreement, which includes jointly agreed advice for the sector on, inter alia, pay scales, pay portability, pay progression and recruitment and retention payments is available to LGA subscribers (contact details are below) and union members can obtain this from their respective unions.

The 2016 edition of the [STPCD](#), sets out revised pay ranges for teachers effective from 1 September 2016. The 2016 STPCD summarises the pay award that applies from 1 September 2016 and contains revised pay ranges. Establishments should review their chosen pay scales in light of these revisions to the national framework.

Allowances and Instructors' pay under the terms of the JNCTRE Agreement (other than the Sleeping in Duty Allowance) have been increased by 1% with effect from 1 September 2016. The values of the allowances and Instructors' pay are set out at Appendix 1.

The Sleeping in Duty Allowance is increased in line with the NJC for Local Government Services pay agreement and was increased by 1% with effect from 1 April 2016 in line with the NJC's pay agreement for 2016 and 2017. The value of that allowance from 1 April 2016 is set out in Appendix 1. It will not be reviewed further until the next NJC pay agreement is concluded.

Further advice on all matters relating to the JNCTRE agreement is available from the Joint Secretaries. Advice is also available from each of the organisations represented on the JNCTRE for their own members.

Yours sincerely



Simon Pannell  
Employers' Side Secretary



Andrew Morris  
Officers' Side Secretary

**Employers' Side Secretary: *Simon Pannell***  
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Tel 020 7664 3188 Fax 020 7664 3030

**Teachers' Side Secretary: *Andrew Morris***  
Hamilton House, Mabledon Place, London  
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Tel: 020 7388 6191 Fax 020 7387 8458

## Appendix 1

### Allowances for Teaching Staff Employed in Residential Social Service Establishments

1.	<b>EXTRANEIOUS DUTY ALLOWANCE</b>	£
		8422
2.	<b>COMMUNITY HOME ADDITION</b>	£
	Qualified	5507
	Unqualified	2168
3.	<b>SLEEPING-IN DUTY ALLOWANCE</b>	£
	A night	3469
	Disturbance element per hour	1939
4.	<b>SECURE UNIT ALLOWANCE</b>	£
		2261

### INSTRUCTORS PAY SCALES

1.	<b>PAY SCALE FOR INSTRUCTORS - SCALE A</b>	1/09/16	£
			18802
			19092
			19467
			19635
			19956
			20315
			20659
			20978
			21352
			21693
			22088
			22427
2.	<b>PAY SCALE FOR INSTRUCTORS - SCALE B</b>	1/09/16	£
			20201
			20458
			20760
			21318
			21866
			22422
			23005
			23580
			24197
			24743
			25442

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26025  
26651  
27320  
27969

**Allowances for Teaching Staff  
Employed in Residential Special Schools**

1. **ADDITIONAL DUTY ALLOWANCE** £  
8422
2. **SLEEPING-IN DUTY ALLOWANCE** £  
A night 3469  
Disturbance element per hour 1939
3. **HEAD, DEPUTY HEAD & ASSISTANT HEAD TEACHERS' ALLOWANCES**

**Resident Heads**

Group	No. of residential places as percentage of total places			
	0-20%	21%-40%	41%-65%	66%-100%
	£	£	£	£
2(s)	6056	8894	12936	16545
3(s)	6615	9436	13731	17166
4(s)	6948	10180	14812	18517
5 and above	7306	10714	15655	19478

**Non-Resident Heads**

Group	No. of residential places as percentage of total places			
	0-20%	21%-40%	41%-65%	66%-100%
	£	£	£	£
2(s)	4284	6283	9138	11424
3(s)	4654	6830	9935	12412
4(s)	5126	7517	10939	13673
5 and above	5377	7894	11472	14335

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### **Resident Deputies**

Group	No. of residential places as percentage of total places			
	0-20%	21%-40%	41%-65%	66%-100%
	£	£	£	£
2(s)	5152	7557	10989	13735
3(s)	5474	8019	11672	14583
4(s)	5785	8483	12334	15419
5 and above	6091	8924	12989	16229

### **Non-Resident Deputies**

Group	No. of residential places as percentage of total places			
	0-20%	21%-40%	41%-65%	66%-100%
	£	£	£	£
2(s)	3643	5353	7774	9720
3(s)	3964	5800	8449	10295
4(s)	4268	6263	9112	11191
5 and above	4580	6705	9758	12205

### **Resident Assistant Heads**

Group	No. of residential places as percentage of total places			
	0-20%	21%-40%	41%-65%	66%-100%
	£	£	£	£
2	4246	6228	9061	11328
3	4506	6604	9336	12014
4	4865	7135	10714	12959
5 and above	5115	7362	10960	13634

### **Non-Resident Assistant Heads**

Group	No. of residential places as percentage of total places			
	0-20%	21%-40%	41%-65%	66%-100%
	£	£	£	£

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2	3001	4400	6393	7996
3	3260	4780	6954	8692
4	3590	5260	7654	9567
5 and above	3762	5524	8029	10029

### **Instructors Pay Scales**

**1. PAY SCALE FOR INSTRUCTORS  
- SCALE A**

£  
18802  
19092  
19467  
19635  
19956  
20315  
20660  
20978  
21352  
21693  
22088  
22427

**2. PAY SCALE FOR INSTRUCTORS  
- SCALE B**

£  
20201  
20458  
20759  
21318  
21866  
22422  
23005  
23580  
24197  
24743  
25442  
26025  
26651  
27319  
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