

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

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

21 October 2025

Dear Colleague

---

## JOINT EDUCATION SERVICES CIRCULAR (JESC) NO 233

---

Pay and conditions for teachers covered by the JNCTRE agreement are aligned with those for mainstream school teachers, as set out in the School Teachers' Pay and Conditions Documents' (STPCD) [\(England\)](#) and [STPC\(W\)D \(Wales\)](#) and [Burgundy Book](#), other than where the JNCTRE has agreed separate provisions.

The pay ranges for classroom and leadership teachers employed under the terms of the JNCTRE agreement, effective from 1 September 2025, are, therefore, those set out in the 2025 editions STPCD [\(England\)](#) and [STPC\(W\)D \(Wales\)](#) as referenced above.

The pay scales for classroom teachers and leaders in England in maintained schools are currently advisory apart from the minimum and maximum pay ranges. It should be noted that the revised STPCD [\(England\)](#) removes the requirement to have performance related pay. Residential establishments should be cognisant of this when revising pay policies and may wish to refer to [DfE guidance](#).

For teachers in residential establishments in Wales, pay arrangements are set by the School Teachers' Pay and Conditions [STPC\(W\)D \(Wales\)](#) Document. The pay scales for teachers in Wales are mandatory.

Establishments are, therefore, expected to revise their pay scales in light of revisions and flexibilities in England within the national framework. This position is a consequence of the linkage to the STPCDs agreed by the JNCTRE in 2007.

Under the terms of the JNCTRE Agreement, all allowances (including Instructors scales) other than the Sleeping in Duty Allowance have been increased in line with the STPCD [\(England\)](#) and [STPC\(W\)D \(Wales\)](#) allowances and should, therefore, be increased by 4 per cent in England and 4 per cent in Wales with effect from 1 September 2025. The Sleeping in Duty Allowance should be increased by 3.2 per cent from 1 April 2025, in line with the headline percentage pay increase agreed by the NJC for Local Government Services for 2025-26.

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



**Sarah Ward**  
**Employers' Side Secretary**

Employers' Side Secretary:  
Sarah Ward  
Local Government Association  
18 Smith Square  
London SW1P 3HZ



**David Powell**  
**Teachers' Side Secretary**

Teachers' Side Secretary  
David Powell  
National Education Union  
Hamilton House, Mabledon Place,  
London WC1H 9BH

## Appendix 1

| £  |                            |       |
|----|----------------------------|-------|
| 1. | EXTRANEIOUS DUTY ALLOWANCE | 11241 |
| 2. | COMMUNITY HOME ADDITION    |       |
|    | Qualified                  | 7350  |
|    | Unqualified                | 2895  |

| £  |                              |       |
|----|------------------------------|-------|
| 3. | SLEEPING-IN DUTY ALLOWANCE   |       |
|    | A night                      | 43.13 |
|    | Disturbance element per hour | 24.40 |

| £  |                       |      |
|----|-----------------------|------|
| 4. | SECURE UNIT ALLOWANCE | 3020 |

## INSTRUCTORS PAY SCALES

| £  |                           |       |
|----|---------------------------|-------|
| 1. | PAY SCALE FOR INSTRUCTORS |       |
|    |                           | 26163 |
|    |                           | 26669 |
|    |                           | 26894 |
|    |                           | 27331 |
|    |                           | 27817 |
|    |                           | 28283 |
|    |                           | 28717 |
|    |                           | 29222 |
|    |                           | 29684 |
|    |                           | 30218 |
|    |                           | 30677 |

|           |                                              | £     |
|-----------|----------------------------------------------|-------|
| <b>2.</b> | <b>PAY SCALE FOR INSTRUCTORS<br/>SCALE B</b> | 27663 |
|           |                                              | 28012 |
|           |                                              | 28421 |
|           |                                              | 29176 |
|           |                                              | 29919 |
|           |                                              | 30670 |
|           |                                              | 31457 |
|           |                                              | 32240 |
|           |                                              | 33074 |
|           |                                              | 33812 |
|           |                                              | 34758 |
|           |                                              | 35243 |
|           |                                              | 36091 |
|           |                                              | 36995 |
|           |                                              | 37875 |

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

|           |                                  | £     |
|-----------|----------------------------------|-------|
| <b>1.</b> | <b>ADDITIONAL DUTY ALLOWANCE</b> | 11241 |

|           |                                   | £     |
|-----------|-----------------------------------|-------|
| <b>2.</b> | <b>SLEEPING-IN DUTY ALLOWANCE</b> |       |
|           | A night                           | 43.13 |
|           | Disturbance element per hour      | 24.40 |

# 1. HEAD, DEPUTY HEAD & ASSISTANT HEADTEACHERS' ALLOWANCES

| Resident Heads                                         |                                                         |         |         |          |
|--------------------------------------------------------|---------------------------------------------------------|---------|---------|----------|
| No. of residential places as percentage of total Group |                                                         |         |         |          |
|                                                        | 0-20%                                                   | 21%-40% | 41%-65% | 66%-100% |
|                                                        | £                                                       | £       | £       | £        |
| <b>2(s)</b>                                            | 8084                                                    | 11872   | 17264   | 22082    |
| <b>3(s)</b>                                            | 8830                                                    | 12595   | 18325   | 22911    |
| <b>4(s)</b>                                            | 9272                                                    | 13587   | 19768   | 24712    |
| <b>5 and above</b>                                     | 9753                                                    | 14299   | 20895   | 25995    |
| Non-Resident Heads                                     |                                                         |         |         |          |
| Group                                                  | No. of residential places as percentage of total        |         |         |          |
|                                                        | 0-20%                                                   | 21%-40% | 41%-65% | 66%-100% |
|                                                        | £                                                       | £       | £       | £        |
| <b>2(s)</b>                                            | 5719                                                    | 8387    | 12197   | 15249    |
| <b>3(s)</b>                                            | 6213                                                    | 9115    | 13259   | 16566    |
| <b>4(s)</b>                                            | 6842                                                    | 10033   | 14598   | 18247    |
| <b>5 and above</b>                                     | 7179                                                    | 10538   | 15311   | 19131    |
| Resident Deputies                                      |                                                         |         |         |          |
| Group                                                  | No. of residential places as percentage of total places |         |         |          |
|                                                        | 0-20%                                                   | 21%-40% | 41%-65% | 66%-100% |
|                                                        | £                                                       | £       | £       | £        |
| <b>2(s)</b>                                            | 6878                                                    | 9890    | 14667   | 18329    |
| <b>3(s)</b>                                            | 7308                                                    | 10493   | 15579   | 19464    |
| <b>4(s)</b>                                            | 7722                                                    | 11101   | 16461   | 20578    |
| <b>5 and above</b>                                     | 8131                                                    | 11912   | 17335   | 21658    |
| Non-Resident Deputies                                  |                                                         |         |         |          |
| Group                                                  | No. of residential places as percentage of total places |         |         |          |
|                                                        | 0-20%                                                   | 21%-40% | 41%-65% | 66%-100% |
|                                                        | £                                                       | £       | £       | £        |
| <b>2(s)</b>                                            | 4864                                                    | 7147    | 10377   | 12972    |
| <b>3(s)</b>                                            | 5292                                                    | 7742    | 11278   | 13741    |
| <b>4(s)</b>                                            | 5698                                                    | 8359    | 12161   | 14936    |
| <b>5 and above</b>                                     | 6116                                                    | 8949    | 13023   | 16290    |

| Resident Assistant Heads     |                                                         |         |         |          |
|------------------------------|---------------------------------------------------------|---------|---------|----------|
| Group                        | No. of residential places as percentage of total places |         |         |          |
|                              | 0-20%                                                   | 21%-40% | 41%-65% | 66%-100% |
|                              | £                                                       | £       | £       | £        |
| <b>2</b>                     | 5668                                                    | 8312    | 12095   | 15119    |
| <b>3</b>                     | 6016                                                    | 8814    | 12461   | 16034    |
| <b>4</b>                     | 6495                                                    | 9523    | 14298   | 17295    |
| <b>5 and above</b>           | 6828                                                    | 9827    | 14627   | 18196    |
| Non-Resident Assistant Heads |                                                         |         |         |          |
| Group                        | No. of residential places as percentage of total places |         |         |          |
|                              | 0-20%                                                   | 21%-40% | 41%-65% | 66%-100% |
|                              | £                                                       | £       | £       | £        |
| <b>2</b>                     | 4007                                                    | 5874    | 8533    | 10672    |
| <b>3</b>                     | 4354                                                    | 6380    | 9282    | 11602    |
| <b>4</b>                     | 4795                                                    | 7022    | 10218   | 12770    |
| <b>5 and above</b>           | 5024                                                    | 7374    | 10716   | 13385    |