

Joint Negotiating Committee for Teachers in Residential Establishments (JNCTRE)

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

5 December 2024

Dear Colleague

JOINT EDUCATION SERVICES CIRCULAR (JESC) NO 232

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 2024, are, therefore, those set out in the 2024 editions (England and Wales as referenced above) of the STPCDs.

The pay scales for classroom teachers and leaders in England in maintained schools are advisory apart from the minimum and maximum pay ranges. In Wales, the pay spines 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 STPCDs allowances and should, therefore, be increased by 5.5 per cent in England and 5.5 per cent in Wales with effect from 1 September 2024. The Sleeping in Duty Allowance should be increased by 2.5 per cent from 1 April 2024, in line with the headline percentage pay increase agreed by the NJC for Local Government Services for 2024-2025

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



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Employers' Side Secretary

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Teachers' Side Secretary

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Appendix 1

		£
1.	EXTRANEIOUS DUTY ALLOWANCE	10808
2.	COMMUNITY HOME ADDITION	
	Qualified	7067
	Unqualified	2783

		£
3.	SLEEPING-IN DUTY ALLOWANCE	
	A night	41.79
	Disturbance element per hour	23.64

		£
4.	SECURE UNIT ALLOWANCE	2903

INSTRUCTORS PAY SCALES

		£
1.	PAY SCALE FOR INSTRUCTORS	24778
		25156
		25643
		25859
		26279
		26747
		27195
		27612
		28098
		28542
		29055
		29497

		£
2.	PAY SCALE FOR INSTRUCTORS SCALE B	26599
		26934
		27327
		28053
		28768
		29490
		30247
		31000
		31801
		32511
		33421
		33887
		34702
		35572
		36418

Allowances for Teaching Staff Employed in Residential Special Schools

		£
1.	ADDITIONAL DUTY ALLOWANCE	10808

		£
2.	SLEEPING-IN DUTY ALLOWANCE	
	A night	41.79
	Disturbance element per hour	23.64

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%
	£	£	£	£
2(s)	7773	11415	16600	21232
3(s)	8490	12110	17620	22029
4(s)	8915	13064	19007	23761
5 and above	9377	13749	20091	24995
Non-Resident Heads				
Group	No. of residential places as percentage of total			
	0-20%	21%-40%	41%-65%	66%-100%
	£	£	£	£
2(s)	5499	8064	11727	14662
3(s)	5974	8764	12749	15928
4(s)	6578	9647	14036	17545
5 and above	6902	10132	14722	18395

Resident Deputies				
Group	No. of residential places as percentage of total places			
	0-20%	21%-40%	41%-65%	66%-100%
	£	£	£	£
2(s)	6613	9509	14102	17624
3(s)	7026	10089	14979	18715
4(s)	7425	10674	15827	19786
5 and above	7818	11453	16668	20825

Non-Resident Deputies				
Group	No. of residential places as percentage of total places			
	0-20%	21%-40%	41%-65%	66%-100%
	£	£	£	£
2(s)	4676	6872	9977	12473
3(s)	5088	7444	10844	13212
4(s)	5478	8037	11693	14361
5 and above	5880	8604	12522	15663

Resident Assistant Heads				
Group	No. of residential places as percentage of total places			
	0-20%	21%-40%	41%-65%	66%-100%
	£	£	£	£
2	5450	7992	11629	14537
3	5784	8475	11981	15417
4	6245	9156	13748	16629
5 and above	6565	9449	14064	17496

Non-Resident Assistant Heads				
Group	No. of residential places as percentage of total places			
	0-20%	21%-40%	41%-65%	66%-100%
	£	£	£	£
2	3852	5648	8204	10261
3	4186	6134	8925	11155
4	4610	6751	9825	12278
5 and above	4830	7090	10303	12870