

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

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

21 October 2019

Dear Colleague

---

### **JOINT EDUCATION SERVICES CIRCULAR (JESC) NO 214**

---

#### **Joint Negotiating Committee for Teachers in Residential Establishments**

Pay and conditions for teachers covered by the JNCTRE agreement are 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. Schools will need to determine within the context of their pay policies whether to apply a uniform increase of 2.75% within each pay range.

The pay ranges for classroom and leadership teachers employed under the terms of the JNCTRE agreement, effective from 1 September 2019, are therefore those set out in the 2019 edition of the STPCD. The 2019 STPCD summarises the pay award from 1 September 2019 and contains revised pay ranges which apply also to JNCTRE teachers. Pay arrangements for TREs in Wales are now set by the Independent Pay Review Body but as pay arrangements are similar, allowances within this agreement should continue to apply to them. Establishments should review their chosen pay scales in light of these revisions to the national framework.

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 STPCD allowances and should therefore be increased by 2.75% with effect from 1 September 2019. The Sleeping in Duty Allowance increased by 2% from 1 April, in line with the NJC for Local Government Services two-year pay agreement for 2018-2020. The values of these are set out at Appendix 1.

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

**Employers' Side Secretary: *Simon Pannell***  
Local Government Association, 18 Smith Square,  
London, SW1P 3HZ  
Tel 020 7664 3188 Fax 020 7664 3030

## Appendix 1

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

1.	EXTRANEIOUS DUTY ALLOWANCE	£ 8915
2.	COMMUNITY HOME ADDITION	£
	Qualified	5829
	Unqualified	2295
3.	SLEEPING-IN DUTY ALLOWANCE	2019
		£
	A night	36.08
	Disturbance element per hour	20.40
4.	SECURE UNIT ALLOWANCE	£ 2394

### INSTRUCTORS PAY SCALES

1.	PAY SCALE FOR INSTRUCTORS	£ 20196 20507 20910 21089 21435 21820 22190 22533 22935 23301 23725 24089
2.	PAY SCALE FOR INSTRUCTORS - SCALE B	£ 21698 21974 22299 22898 23487 24084 24709 25328 25990 26576 27326 27953 28626



### Resident Deputies

Group	No. of residential places as percentage of total places			
	0-20%	21%-40%	41%-65%	66%-100%
	£	£	£	£
2(s)	5454	7843	11632	14538
3(s)	5795	8322	12356	15437
4(s)	6124	8804	13055	16321
5 and above	6448	9446	13749	17179

### Non-Resident Deputies

Group	No. of residential places as percentage of total places			
	0-20%	21%-40%	41%-65%	66%-100%
	£	£	£	£
2(s)	3856	5667	8229	10288
3(s)	4196	6139	8944	10898
4(s)	4518	6630	9645	11846
5 and above	4849	7097	10329	12920

### Resident Assistant Heads

Group	No. of residential places as percentage of total places			
	0-20%	21%-40%	41%-65%	66%-100%
	£	£	£	£
2	4494	6592	9592	11991
3	4770	6990	9882	12717
4	5150	7552	11340	13718
5 and above	5414	7794	11601	14431

### Non-Resident Assistant Heads

Group	No. of residential places as percentage of total places			
	0-20%	21%-40%	41%-65%	66%-100%
	£	£	£	£
2	3177	4658	6767	8464
3	3451	5060	7361	9201
4	3801	5568	8103	10127
5 and above	3983	5847	8498	10616

## Instructors Pay Scales

1.	PAY SCALE FOR INSTRUCTORS	£
		20196
		20507
		20910
		21089
		21435
		21820
		22190
		22533
		22935
		23301
		23725
		24089

2.	PAY SCALE FOR INSTRUCTORS	£
	- SCALE B	21698
		21974
		22299
		22898
		22487
		24084
		24709
		25328
		25990
		26576
		27326
		27953
		28626
		29344
		30042