

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

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

10 November 2020

Dear Colleague

---

### **JOINT EDUCATION SERVICES CIRCULAR (JESC) NO 220**

---

#### **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' as set out in the School Teachers' Pay and Conditions Documents' (STPCD) [STPCD England](#) and [STPCD Wales](#) and [Burgundy Book](#), other than where separate provisions have been agreed by the JNCTRE.

The pay ranges for classroom and leadership teachers employed under the terms of the JNCTRE agreement, effective from 1 September 2020, are therefore those set out in the 2020 edition's (England and Wales as referenced above) of the STPCDs.

In England the STPCD contains advisory pay points for the Main Pay Range and the Upper Pay Range, which apply also to JNCTRE teachers in England. We draw your attention to the paragraph below extracted from the [STPCD England](#). "Except for teachers and leaders on the minima of their respective ranges or group ranges, schools must determine – in accordance with their own pay policy – how to take account of the uplift to the national framework in making individual pay progression decisions. In order to facilitate these decisions and to support a transparent and coherent career pathway and to assist with recruitment and retention, advisory pay points for the main and upper pay ranges have been set out at Annex 3. These were recommended by the STRB in their report and the Department for Education encourages schools to use them in their decision-making. However, the advisory points are advisory and not mandatory....".

Pay arrangements for Teachers in Residential Establishments (TREs) in Wales are set by the [School Teachers' Pay and Conditions \(Wales\) Document](#) and allowances within this agreement should also continue to apply to them. Establishments should revise their chosen pay scales in light of these revisions to the national frameworks'.

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 for both England and Wales and should therefore be increased by 2.75% with effect from 1 September 2020. The Sleeping in Duty Allowance increased by 2.75% from 1 April, in line with the NJC for Local Government Services one-year pay agreement for 2020-2021. 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



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



David Powell  
Teachers' Side Secretary  
Teachers' Side Secretary: *David Powell*  
National Education Union, Hamilton House,  
Mabledon Place, London, WC1H 9BD  
Tel: 020 7388 6191 Fax 020 7387 8458

## Appendix 1

### Allowances for Teaching Staff in England and Wales Employed in Residential Social Service Establishments 2020/21

1.	EXTRANEIOUS DUTY ALLOWANCE	£ 9160
2.	COMMUNITY HOME ADDITION	£
	Qualified	5989
	Unqualified	2358
3.	SLEEPING-IN DUTY ALLOWANCE	2020
		£
	A night	37.07
	Disturbance element per hour	20.96
4.	SECURE UNIT ALLOWANCE	£ 2460

### INSTRUCTORS PAY SCALES

1.	PAY SCALE FOR INSTRUCTORS	£ 20751 21071 21485 21669 22024 22420 22800 23153 23566 23942 24377 24751
2.	PAY SCALE FOR INSTRUCTORS - SCALE B	£ 22295 22578 22912 23528 24133 24746 25388 26025 26705

27307  
28077  
28722  
29413  
30151  
30868

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

1. ADDITIONAL DUTY ALLOWANCE £  
9160
2. SLEEPING-IN DUTY ALLOWANCE  
2019  
£
- A night 37.07  
Disturbance element per hour 20.96
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)	6587	9674	14069	17996
3(s)	7195	10263	14934	18671
4(s)	7556	11072	16110	20140
5 and above	7947	11653	17028	21185

Non-Resident Heads

Group	No. of residential places as percentage of total places			
	0-20%	21%-40%	41%-65%	66%-100%
	£	£	£	£
2(s)	4660	6834	9939	12426
3(s)	5062	7428	10805	13500
4(s)	5575	8176	11897	14871
5 and above	5849	8586	12478	15591

### Resident Deputies

Group	No. of residential places as percentage of total places			
	0-20%	21%-40%	41%-65%	66%-100%
	£	£	£	£
2(s)	5604	8059	11952	14938
3(s)	5954	8551	12696	15862
4(s)	6292	9046	13414	16770
5 and above	6625	9706	14127	17651

### Non-Resident Deputies

Group	No. of residential places as percentage of total places			
	0-20%	21%-40%	41%-65%	66%-100%
	£	£	£	£
2(s)	3962	5823	8455	10571
3(s)	4311	6308	9190	11198
4(s)	4642	6812	9910	12172
5 and above	4982	7292	10613	13275

### Resident Assistant Heads

Group	No. of residential places as percentage of total places			
	0-20%	21%-40%	41%-65%	66%-100%
	£	£	£	£
2	4618	6773	9856	12321
3	4901	7182	10154	13067
4	5292	7760	11652	14095
5 and above	5563	8008	11920	14828

### Non-Resident Assistant Heads

Group	No. of residential places as percentage of total places			
	0-20%	21%-40%	41%-65%	66%-100%
	£	£	£	£
2	3264	4786	6953	8697
3	3546	5199	7563	9454
4	3906	5721	8326	10405
5 and above	4093	6008	8732	10908

## Instructors Pay Scales

1.	PAY SCALE FOR INSTRUCTORS	£
		20751
		21071
		21485
		21669
		22024
		22420
		22800
		23153
		23566
		23942
		24377
		24751

2.	PAY SCALE FOR INSTRUCTORS	£
	- SCALE B	22295
		22578
		22912
		23528
		24133
		24746
		25388
		26025
		26705
		27307
		28077
		28722
		29413
		30151
		30868