

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

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

16 December 2022

Dear Colleague

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### **JOINT EDUCATION SERVICES CIRCULAR (JESC) NO 226**

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#### **Joint Negotiating Committee for Teachers in Residential (JNCTRE) 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](#), [STPC\(W\)D Wales](#) and [Burgundy Book](#), other than where separate provisions have been agreed by the JNCTRE.

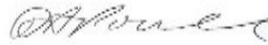
The pay ranges for classroom and leadership teachers employed under the terms of the JNCTRE agreement, effective from 1 September 2022, are therefore those set out in the 2022 editions (England and Wales as referenced above) of the STPCDs. The pay scales for classroom teachers and leaders in England 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 and, for the avoidance of doubt, does not in any way represent acceptance by any party of the decisions taken in relation to school teachers' and leaders' pay for 2022-23.

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 five per cent with effect from 1 September 2022. The Sleeping in Duty Allowance increased by 4.04 per cent from 1 April 2022, in line with the NJC for Local Government Services pay award for 2022.

The intention of Government is that all employees should gain the benefit of an extra day's holiday in celebration of the King's coronation. This is scheduled for Monday May 8, 2023. The Department for Education have confirmed their intention to amend the STPCD 2022 in the new year to take account of the agreed extra bank holiday and once the revised STPCD has been published residential establishments should therefore give appropriate effect in relevant contractual arrangements. The STPC(W)D Wales already includes arrangements for the extra bank holiday in celebration of the King's coronation in 2023.

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

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

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

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

## Appendix 1

1.	EXTRANEIOUS DUTY ALLOWANCE	£9618
2.	COMMUNITY HOME ADDITION	£6289
	Qualified	
	Unqualified	£2476
3.	SLEEPING-IN DUTY ALLOWANCE	£
	A night	39.25
	Disturbance element per hour	22.20
4.	SECURE UNIT ALLOWANCE	£ 2583

### INSTRUCTORS PAY SCALES

1.	PAY SCALE FOR INSTRUCTORS	£
		22052
		22388
		22822
		23015
		23388
		23804
		24203
		24574
		25007
		25402
		25859
		26252
2.	PAY SCALE FOR INSTRUCTORS - SCALE B	£
		23673
		23970
		24321
		24967
		25603
		26246
		26920
		27589
		28303

28935  
29744  
30159  
30884  
31659  
32412

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

1. ADDITIONAL DUTY ALLOWANCE £  
9618

2. SLEEPING-IN DUTY ALLOWANCE

	£
A night	39.25
Disturbance element per hour	22.20

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)	6917	10158	14773	18896
3(s)	7555	10777	15681	19605
4(s)	7934	11626	16916	21147
5 and above	8345	12236	17880	22245

Non-Resident Heads

Group	No. of residential places as percentage of total places			
	0-20%	21%-40%	41%-65%	66%-100%
	£	£	£	£
2(s)	4893	7176	10436	13048
3(s)	5316	7800	11346	14175
4(s)	5854	8585	12492	15615
5 and above	6142	9016	13102	16371

Resident Deputies

Group	No. of residential places as percentage of total places			
	0-20%	21%-40%	41%-65%	66%-100%
	£	£	£	£
2(s)	5885	8462	12550	15685
3(s)	6252	8979	13331	16656
4(s)	6607	9499	14085	17609
5 and above	6957	10192	14834	18534

Non-Resident Deputies

Group	No. of residential places as percentage of total places			
	0-20%	21%-40%	41%-65%	66%-100%
	£	£	£	£
2(s)	4161	6115	8878	11100
3(s)	4527	6624	9650	11758

4(s)	4875	7153	10406	12781
5 and above	5232	7657	11144	13939

#### Resident Assistant Heads

Group	No. of residential places as percentage of total places			
	0-20%	21%-40%	41%-65%	66%-100%
	£	£	£	£
2	4849	7112	10349	12938
3	5147	7542	10662	13721
4	5557	8148	12235	14800
5 and above	5842	8409	12516	15570

#### Non-Resident Assistant Heads

Group	No. of residential places as percentage of total places			
	0-20%	21%-40%	41%-65%	66%-100%
	£	£	£	£
2	3428	5026	7301	9132
3	3724	5459	7942	9927
4	4102	6008	8743	10926
5 and above	4298	6309	9169	11454