

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

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

6 December 2023

Dear Colleague

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## JOINT EDUCATION SERVICES CIRCULAR (JESC) NO 229

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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) ([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 2023, are, therefore, those set out in the 2023 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 6.5 per cent in England and 5 per cent in Wales with effect from 1 September 2023. Establishments in Wales should note that as allowances and instructors' scales were also increased part-way through the year by an additional 1.5 per cent backdated to 1 September 2022 in Wales, the cumulative effect means that the allowances are the same in both England and Wales for 2023. The Sleeping in Duty Allowance should be increased by 3.88 per cent from 1 April 2023, in line with the headline percentage pay increase agreed by the NJC for Local Government Services for 2023-2024.

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

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David Powell  
Teachers' Side Secretary

**Teachers' Side Secretary: David Powell**  
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## Appendix 1

		£
1.	EXTRANEIOUS DUTY ALLOWANCE	10244
2.	COMMUNITY HOME ADDITION	
	Qualified	6698
	Unqualified	2637

		£
3.	SLEEPING-IN DUTY ALLOWANCE	
	A night	40.77
	Disturbance element per hour	23.06

		£
4.	SECURE UNIT ALLOWANCE	2751

### INSTRUCTORS PAY SCALES

		£
1.	PAY SCALE FOR INSTRUCTORS	23486
		23844
		24306
		24511
		24909
		25352
		25777
		26172
		26633
		27054
		27540
		27959

		£
<b>2.</b>	<b>PAY SCALE FOR INSTRUCTORS SCALE B</b>	25212
		25529
		25902
		26590
		27268
		27952
		28670
		29383
		30143
		30816
		31678
		32120
		32892
		33717
		34519

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

		£
<b>1.</b>	<b>ADDITIONAL DUTY ALLOWANCE</b>	10244

		£
<b>2.</b>	<b>SLEEPING-IN DUTY ALLOWANCE</b>	
	A night	40.77
	Disturbance element per hour	23.06

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

Resident Heads				
Group	No. of residential places as percentage of total			
	0-20%	21%-40%	41%-65%	66%-100%
	£	£	£	£
<b>2(s)</b>	7367	10819	15734	20125
<b>3(s)</b>	8047	11478	16701	20880
<b>4(s)</b>	8450	12382	18016	22522
<b>5 and above</b>	8888	13032	19043	23691

### Non-Resident Heads

Group	No. of residential places as percentage of total			
	0-20%	21%-40%	41%-65%	66%-100%
	£	£	£	£
<b>2(s)</b>	5212	7643	11115	13897
<b>3(s)</b>	5662	8307	12084	15097
<b>4(s)</b>	6235	9144	13304	16630
<b>5 and above</b>	6542	9603	13954	17436

### Resident Deputies

Group	No. of residential places as percentage of total places			
	0-20%	21%-40%	41%-65%	66%-100%
	£	£	£	£
<b>2(s)</b>	6268	9013	13366	16705
<b>3(s)</b>	6659	9563	14198	17739
<b>4(s)</b>	7037	10117	15001	18754
<b>5 and above</b>	7410	10855	15799	19739

### 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>	4432	6513	9456	11822
<b>3(s)</b>	4822	7055	10278	12523
<b>4(s)</b>	5192	7618	11083	13612
<b>5 and above</b>	5573	8155	11869	14846

### Resident Assistant Heads

Group	No. of residential places as percentage of total places			
	0-20%	21%-40%	41%-65%	66%-100%
	£	£	£	£
<b>2</b>	5165	7575	11022	13779
<b>3</b>	5482	8033	11356	14613
<b>4</b>	5919	8678	13031	15762
<b>5 and above</b>	6222	8956	13330	16583

### 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>	3651	5353	7776	9726
<b>3</b>	3967	5814	8459	10573
<b>4</b>	4369	6399	9312	11637
<b>5 and above</b>	4578	6720	9765	12199