

EXECUTIVE BOARD MEETING

23RD JANUARY 2017

Model Teachers' Pay Policy 2016/2017

Recommendations / Key Decisions Required:

To endorse the Model Teachers' Pay Policy 2016/17 prior to presentation to Schools for adoption by their Governing Bodies.

Reasons:

The Model Teachers Pay Policy has been updated to reflect legislative changes introduced by the School teachers Pay and Conditions Document 2016.

Relevant scrutiny committee to be consulted - N/A
Executive Board Decision Required YES
Council Decision Required NO

EXECUTIVE BOARD MEMBER PORTFOLIO HOLDER: Cllr. Mair Stephens; Cllr. Gareth Jones

Directorate: Chief Executive's / People Management & Performance; Education & Children's Services

Name of Head of Service:

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EXECUTIVE SUMMARY
EXECUTIVE BOARD
23RD JANUARY 2017

Model Teachers' Pay Policy 2016/2017

All schools are required to adopt a pay policy that sets out the basis on which it determines teachers' pay and the date by which it will determine the teachers' annual pay review and also establish procedures for addressing teachers' grievances in relation to their pay. The document called School Teachers Pay and Conditions (STP&CD) is updated each year which can lead to amendments in the model pay policy offered to schools.

This revised model Pay Policy has been updated to reflect legislative changes introduced in the STP&CD on 1 September 2016. The HR Group of the Education Regional Working (ERW) Consortium has updated the current Pay Policy to be offered to all schools across the region. The ERW Consortium consists of the following County Councils, Carmarthenshire, Ceredigion, Neath & Port Talbot, Pembrokeshire and Powys and City of Swansea.

Teaching associations have been fully consulted and has agreed the Pay Policy 2016/2017 on a regional basis.

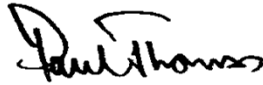
The ERW region developed a regional model Teachers' Pay Policy which it can distribute to schools for consideration and adoption by governing bodies. This policy encompasses the changes to teachers' pay arrangements as outlined in the STPCD 2016 and will assist in achieving a high level of consistency across the region.

Each Local Authority is going through their individual Council process for endorsement of the policy and ERW advice to all schools is not to do anything further about introducing a new pay policy until the final model pay policy is released by the Director of Education & Children's Services. This will be done as soon as possible but is likely to be the January 2017.

Detailed report attached: YES

IMPLICATIONS

I confirm that other than those implications which have been agreed with the appropriate Directors / Heads of Service and are referred to in detail below, there are no other implications associated with this report :



ASSISTANT CHIEF EXECUTIVE (PEOPLE MANAGEMENT & PERFORMANCE)

Policy, Crime & Disorder & Equalities	Legal	Finance	ICT	Risk Management Issues	Staffing Implications	Physical Assets
YES	YES	NONE	NONE	YES	YES	NO

1. Policy, Crime & Disorder

The document called School Teachers Pay and Conditions (STP&CD) is updated each year which can lead to amendments in the model pay policy offered to schools.

2. Legal

The Model Pay Policy has been updated to reflect legislative changes introduced by the School Teachers Pay and Conditions Document 2015.

3. Finance

No corporate financial implications as the schools have their own delegated budget.

5. Risk Management Issues

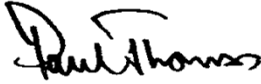
The schools are statutorily bound to have a pay policy in place.

6. Staffing Implications

The HR Team will provide advice and guidance to schools on the application of the Model Teachers' Pay Policy 2016/2017 as required.

CONSULTATIONS

I confirm that the appropriate consultations have taken place and the outcomes are as detailed below:

Signed: 
ASSISTANT CHIEF EXECUTIVE (PEOPLE MANAGEMENT & PERFORMANCE)

1. Scrutiny Committee

None

2. Local Member(s)

None

3. Community / Town Council

None

4. Relevant Partners

None

5. Staff Side Representatives and other Organisations

Education & Children's Services Employee Relations Forum - 8th November 2016

**Section 100D Local Government Act, 1972 - Access to information
List of Background Papers used in the preparation of this report:**

THERE ARE NONE

Title of Document	File Ref No.	Locations that the papers are available for public inspection