

# Executive Board

## 19<sup>th</sup> November 2018

### MODEL UNATTACHED TEACHERS' PAY POLICY 2018/19

#### Recommendations / Key Decisions Required:

To endorse the Model Unattached Teachers' Pay Policy 2018/19 prior to circulation to Schools for formal adoption by their Governing Bodies.

#### Reasons:

The Model Unattached Teachers Pay Policy has been updated to reflect September 2018 pay award as detailed in the School Teachers Pay and Conditions Document 2018.

Relevant scrutiny committee to be consulted	NO
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Executive Board Decision Required	YES
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Council Decision Required	NO
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EXECUTIVE BOARD MEMBER PORTFOLIO HOLDER: Cllr. Mair Stephens; Cllr. Glynog Davies

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

Name of Head of Service:	Designations:	Tel Nos.: E-Mail Addresses:
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**EXECUTIVE SUMMARY  
EXECUTIVE BOARD  
19<sup>TH</sup> NOVEMBER 2018**

**MODEL UNATTACHED TEACHERS' PAY POLICY 2018/19**

**1. BRIEF SUMMARY OF PURPOSE OF REPORT**

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 September 2018 pay award as detailed in the School Teachers' Pay and Conditions Document 2018. 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 on the Model Unattached Teachers' Pay Policy 2018/19, both regionally and locally.

The ERW region developed a regional Model Unattached 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 2018 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 December 2018.

Detailed report attached: Yes

**IMPLICATIONS**

Policy, Crime & Disorder & Equalities	Legal	Finance	ICT	Risk Management Issues	Staffing Implications	Physical Assets
<b>YES</b>	<b>YES</b>	<b>NONE</b>	<b>NONE</b>	<b>YES</b>	<b>YES</b>	<b>NONE</b>

**1. Policy, Crime & Disorder**

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

**2. Legal**

The Model Unattached Teachers' Pay Policy has been updated to reflect legislative changes introduced by the School Teachers' Pay and Conditions Document 2018.

**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 Unattached Teachers' Pay Policy 2018/19 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)**

**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 Department Employee Relations Forum - 15<sup>th</sup> October 2018

ERW HR / TU Forum - 18<sup>th</sup> October 2018

### Section 100D Local Government Act, 1972 - Access to information

#### List of Background Papers used in the preparation of this report:

Title of Document	File Ref No.	Locations that the papers are available for public inspection
Model Unattached Teachers' Pay Policy 2018/19		