

Executive Board
30th November 2015

Model Pay Policy for Schools 2015-16

Recommendations / key decisions required:

To endorse the Policy prior to offering it to schools for their consideration and adoption.

Reasons:

The model pay policy has been updated to reflect legislative changes introduced by the School Teachers Pay and Conditions Document 2015.

Relevant scrutiny committee to be consulted

N/A

Exec Board Decision Required	YES
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Council Decision Required	NO
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EXECUTIVE BOARD MEMBER PORTFOLIO HOLDERS:- Cllr. G.O. Jones and Cllr. L.M. Stephens

Directorate:
Chief Executive's

Name of Head of Service:
Paul R. Thomas

Report Author:
Ann Clarke

Designation:
Assistant Chief Executive
(People Management &
Performance)

Policy Manager

Tel No. / E-Mail Address:

01267 226123
prthomas@carmarthenshire.gov.uk

01267 246167
ALClarke@carmarthenshire.gov.uk

EXECUTIVE SUMMARY

Executive Board

30th November 2015

MODEL PAY POLICY FOR TEACHERS 2015-16

Introduction

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 2015. 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 201516 on a regional basis.

Background

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 2015 and will assist in achieving a high level of consistency across the region.

Current Position

Consultation has taken place with teaching associations at a regional level. Good progress has been made and the original draft pay policy provided to the teaching associations has been amended several times to seek to reflect changes which meet the aims of all key stakeholders. The trade unions NASUWT, NUT and UCAC have indicated throughout the consultation process that there are aspects of the proposed pay policy which are non-negotiable from their perspective, e.g. guaranteed pay portability for teachers is required in every case. The 2014 policy was amended to fully reflect this requirement for all teachers who have previously been paid in accordance with the provisions of the STP&CD.

The 2015 policy restates the commitment the governing body will not restrict the pay range advertised, or starting salary and pay progression prospects available for classroom teacher posts, other than the minimum and maximum of the main pay range and upper pay range. However, this does not include those teachers who have been paid outside the STP&CD at a higher level due usually, to working in Academies outside of Wales.

The ERW policy states that there is a commitment to the principle of pay portability and that this will be applied when making new appointments.

Regional Education Directors have been continually briefed about the latest position and they have confirmed their commitment to a regional pay policy being adopted across all six ERW local authority areas.

Next steps

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. This will be done as soon as possible but is likely to be the December 2015.

DETAILED REPORT ATTACHED?	YES
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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 :

Signed: Paul Thomas

Assistant Chief Executive (People Management & Performance)

Policy, Crime & Disorder and Equalities	Legal	Finance	ICT	Risk Management Issues	Staffing Implications	Physical Assets
YES	YES	NONE	NONE	YES	YES	NONE

1. Policy, Crime & Disorder and Equalities

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 on the pay policy as required

CONSULTATIONS

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

Signed: Paul Thomas

Assistant Chief Executive (People Management & Performance)

1. Scrutiny Committee

N/A

2. Local Member(s)

N/A

3. Community / Town Council

N/A

4. Relevant Partners

N/A

5. Staff Side Representatives and other Organisations

The recognised Trade Unions have been consulted on the Pay Policy Statement 2015-2016.

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