

Executive Board Meeting

24.02.20

Subject and Purpose:

Model Teachers' Pay Policy 2019/20

Recommendations / Key Decisions Required:

To endorse the Model Teachers' Pay Policy 2019/20 prior to circulation to Schools for formal adoption by their Governing Bodies.

Reasons:

The Model Teachers' Pay Policy has been updated to reflect September 2019 pay award as detailed in the School Teachers' Pay and Conditions (Wales) Document 2019.

Executive Board Decision Required YES

Council Decision Required NO

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:

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**EXECUTIVE SUMMARY
EXECUTIVE BOARD MEETING
24.02.20**

SUBJECT

Model Teachers' Pay Policy 2019/20

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 (Wales) Document (STP&C(W)D) 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 2019 pay award as detailed in the School Teachers' Pay and Conditions (Wales) Document 2019. 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 Teachers' Pay Policy 2019/20, both regionally and locally.

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 STPC(W)D 2019 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 March 2020.

Detailed report attached: No

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

1. Policy, Crime & Disorder

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

2. Legal

The Model Teachers' Pay Policy has been updated to reflect legislative changes introduced by the School Teachers' Pay and Conditions (Wales) Document 2019.

3. Finance

For 2019-20 financial year, Welsh Government provided grant funding to local authorities to meet the part year costs of the pay award above 1%. This provides additional funding to schools when compared with the budget set by County Council in February 2019. For 2020-21, the part year grant funding has been transferred into the settlement. The remainder is validated into schools delegated budgets, with funding provided from the improved settlement.

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 2019/20 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)

Preliminary Executive Board -

3. Community / Town Council

None

4. Relevant Partners

None

5. Staff Side Representatives and other Organisations

Education & Children's Services Employee Relations Forum - 12th December 2019
ERW HR / TU Forum - 29th November 2019

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
Model Teachers' Pay Policy 2019/20		