

Cabinet
15th January 2024

Subject

Model Teachers' Pay Policy 2023/24

Recommendations / key decisions required:

To endorse the Model Teachers' Pay Policy 2023/24 prior to circulation to schools for formal adoption by their Governing Bodies.

Reasons:

In order to comply with the requirements of the School Teachers Pay and Conditions (Wales) Document 2023, which requires every school to have a pay policy setting out how pay decisions are taken.

Cabinet Decision Required YES

Council Decision Required NO

CABINET MEMBER PORTFOLIO HOLDER:- Cllr. Philip Hughes & Cllr. Glynog Davies

Directorate: Chief Executive's Education & Children's Services Name of Head of Service: Paul R. Thomas Gareth Morgans Report Author: Julie Stuart	Designations: Assistant Chief Executive Director of Education & Children's Services Senior HR Business Partner	Tel: Email addresses: PRThomas@sirgar.gov.uk EDGMorgans@sirgar.gov.uk JStuart@sirgar.gov.uk
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**EXECUTIVE SUMMARY
CABINET
15TH JANUARY 2024**

SUBJECT

Model Teachers' Pay Policy 2023/24

1. BRIEF SUMMARY OF PURPOSE OF REPORT

The Model Teachers' Pay Policy has been updated to reflect September 2023 pay award as detailed in the School Teachers' Pay and Conditions (Wales) Document 2023.

Other changes include the removal of the additional Bank Holidays on Monday 19th September 2022 to mark the funeral of Her Majesty Queen Elizabeth; and Monday, 8th May 2023 to mark the coronation of His Majesty King Charles III; which means that Teachers must be available to work for 195 days / 1265 hours instead of the 193 days / 1258.5 hours in the previous year.

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:

Signed: **P R Thomas, Assistant Chief Executive – People Management**

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

1. Policy, Crime & Disorder and Equalities

The Pay Policy will form part of the Schools policy framework.

2. Legal

The Model Teachers' Pay Policy has been updated to reflect legislative changes introduced by the School Teachers Pay and Conditions (Wales) Document 2023.

3. Finance

The pay award spans 2022/23 and 2023/24 financial years.

- For 2022/23, school budgets were set on the basis of a 4% increase. Welsh Government have provided grant funding which is expected to fully provide for the increased offer from 5% to 6.5% and for the 1.5% non-consolidated amount, thus leaving school budgets with a shortfall of 1% for the period September 2022-March 2023. Cabinet agreed to provide this funding to schools delegated budgets at its meeting of 27 March 2023.
- For 2023/24, the 1% shortfall above has been corrected in school delegated budget.

5. Risk Management Issues

The School Teachers Pay and Conditions Document places a statutory requirement for all School Governing Bodies to adopt a Pay Policy annually, which reflects changes to the document and outlines how pay decisions are made.

6. Staffing Implications

This policy applies to all School Teachers including those on the Leadership Scale.

The HR Team will provide advice and guidance to schools on the application of the Model Teachers' Pay Policy 2023/24 as required.

CONSULTATIONS

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

Signed: P.R. Thomas

Assistant Chief Executive (People Management)

(Please specify the outcomes of consultations undertaken where they arise against the following headings)

1. Scrutiny Committee request for pre-determination	NO
If yes include the following information: -	
Scrutiny Committee	
Date the report was considered:-	
Scrutiny Committee Outcome/Recommendations:-	

2. Local Member(s)

None

3. Community / Town Council

Not Applicable

4. Relevant Partners

Not Applicable

5. Staff Side Representatives and other Organisations

Consulted with Teachers Trade Unions via the Regional (Partneriaeth) Trade Union Forum (11th – 17th October 2023); and local representatives of the same Teachers Trade Unions via the Education & Children's Services Employee Relations Forum (ERF) on 26th October 2023.

**CABINET MEMBER PORTFOLIO HOLDER(S)
AWARE/CONSULTED**

YES

Include any observations here

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

THERE ARE NONE