

Cabinet Meeting

21ST February 2022

Subject / Purpose:

Model Teachers' Pay Policy 2021/22

Recommendations / Key decisions required:

- To endorse the Model Teacher's Pay Policy 2021/22 prior to circulation to Schools for formal adoption by their Governing Bodies.

Reasons:

The Model Teachers' Pay Policy has been updated to reflect September 2021 pay award as detailed in the School Teachers' Pay and Conditions (Wales) Document 2019.

Other changes clarify the position of the five-point Main Pay scale, and the relationship between performance and pay progression across all pay scales. The Policy also takes account of the impact of the extra bank holiday to celebrate the Queen's Platinum Jubilee in 2022, on the 2021/22 academic year, which means that Teachers must be available to work for 194 days / 1258.5 hours instead of the usual 195 days / 1265 hours of directed time.

Relevant scrutiny committee to be consulted NO

Include date of Cttee (if known and any observations here or within the Consultations section)

Cabinet Decision Required	YES	21 st February 2022
---------------------------	-----	--------------------------------

Council Decision Required	NO	
---------------------------	----	--

CABINET MEMBER PORTFOLIO HOLDER:

Cllr. Philip Hughes	Human Resources, Efficiencies and Collaboration
---------------------	---

Cllr. Glynog Davies	Education & Children
---------------------	----------------------

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

Name of Head of Service:

Paul R. Thomas

Gareth Morgans

Report Author:

Julie Stuart

Designations:

Assistant Chief Executive (People Management)

Director of Education & Children's Services

Senior HR Business Partner

Tel:

E-Mail Addresses:

01267 246123

PRThomas@sirgar.gov.uk

01267 224888

EDGMorgans@sirgar.gov.uk

07880 504068

JStuart@sirgar.gov.uk

EXECUTIVE SUMMARY

PRE-CABINET MEETING

21ST FEBRUARY 2022

SUBJECT

Model Teachers' Pay Policy 2021/22

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 (STPCD) 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 2021 pay award as detailed in the School Teachers Pay and Conditions (Wales) Document 2021; and to clarify the position of the five-point Main Pay scale, and the relationship between performance and pay progression across all pay scales. The Policy also takes account of the impact of the extra bank holiday to celebrate the Queen's Platinum Jubilee in 2022, on the 2021/22 academic year, which means that Teachers must be available to work for 194 days / 1258.5 hours instead of the usual 195 days / 1265 hours of directed time.

The HR Group of the regional consortium 'Partneriaeth' has updated the current Pay Policy to be offered to all schools across the region. The Partneriaeth Consortium consists of the following County Councils, Carmarthenshire, Pembrokeshire and the City & County of Swansea.

Teaching associations have been fully consulted on the Model Teachers' Pay Policy 2021/22, regionally. Regional representatives have consulted their local colleagues.

The Partneriaeth region developed a regional Model Teachers' Pay Policy which will be distributed to schools by its constituent Local Authorities for consideration and adoption by governing bodies. This policy encompasses the changes to Teachers' pay arrangements as outlined in the STPC(W)D 2021 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 Partneriaeth 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 February 2022.

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: _____



ASSISTANT CHIEF EXECUTIVE (PEOPLE MANAGEMENT)

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

1. Policy, Crime & Disorder

The document called School Teachers Pay and Conditions (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 2021.

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 2021/22 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

Partneriaeth (Regional) HR / TU Forum - 10th November 2021 - Endorsed
Education & Children's Services Department Employee Relations Forum – Circulated to members for information – 25th January 2022

**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:

THESE ARE DETAILED BELOW

Title of Document	File Ref No.	Locations that the papers are available for public inspection
Model Teachers' Pay Policy 2021/22		