

# LGA discretionary pay points survey 2017



# REPORT OF THE LGA DISCRETIONARY PAY POINTS SURVEY 2017

## **INTRODUCTION**

The Discretionary Pay Points Survey 2017 was conducted by the Local Government Association's Research and Information team between 23<sup>rd</sup> November and 15<sup>th</sup> December 2017 in order to gather up-to-date information about the approaches to pay ultimately taken by local authorities in light of the 2017 School Teachers Pay and Conditions Document's provisions for the main pay range.

The survey was sent to all 152 relevant local authorities in England. A total of 77 responses were received, a response rate of 51 per cent as shown in the table below:

Type of authority	Number of respondents		Response rate	
		Count		Per cent
Counties		15		56
London boroughs		11		33
Metropolitan districts		20		56
Unitaries		31		55
Total		77		51

### **General notes**

1. Given the response rate of just over a half, the results should be taken to be reasonably indicative, rather than fully representative, of the views of authorities as a whole. It should be borne in mind that response varied by type of authority (being lower in London than elsewhere) and by region, (the latter between 33 per cent and 75 per cent). Because of the actual number of respondents, results are not broken down by each type of authority or region.
2. Further to note 1, not all users answered, or were required to answer, every question, so the response to individual questions varies. In each table, the 'Total' row indicates the total number of respondents to the question, but note that this includes those who answered 'don't know'.

## **KEY FINDINGS**

The main findings are as follows:

- 88 per cent of respondent authorities issued advice or guidance to their schools on discretionary pay points in 2017.
- 47 per cent of respondents issuing guidance included firm guidance on 2% for all points on the main pay range; 15 per cent presented all three main options without any recommendation.
- 60 per cent of respondents thought that more than 75 per cent of their local schools would opt for 2% on all points of the main pay range; 31 per cent thought that 25 per cent or less of schools would opt for 2% on M1 and M6 and 1% for intermediate points on the main pay range.
- 16 per cent of respondents thought that local primary schools were more likely than secondary schools to opt for 2% on M1 and M6 and 1% on intermediate points on the main pay range.
- In 56 per cent of respondents, guidance to schools was signed off by a delegated officer such as the director education or children's services.

## **SURVEY RESULTS**

### **Did your authority issue guidance to its schools on discretionary pay points for 2017? (Table 1)**

Almost nine out of ten respondent authorities (88 per cent of respondents) had issued advice or guidance to their schools on discretionary pay points for 2017.

<b>Table 1: did your authority issue guidance to its schools on discretionary pay points for 2017?</b>		
	<b>Number</b>	<b>Per cent</b>
Yes	68	88%
No	8	10%
Don't know	1	1%
Total	77	100%

### **What did your advice/guidance include? (Table 2)**

Among respondents which had issued advice, most commonly it consisted of firm guidance on 2% for all points on the main pay range (47 per cent). Options "M1" and "M6" with firm guidance on 1% for intermediate points on the main pay range (a) and 2% on "M1" only with firm guidance on 1% for all other points on the main pay range (b) were each indicated by less than 10 per cent of respondents; 15 per cent presented options (a)-(c) without any recommendation on which to adopt. Just over a quarter (29 per cent) indicated a range of other options, which were mainly variations on the options presented. These included 2% on the minimum/maximum and 1% on other points, and 1% on all points except M1 or 2% on all main points.

<b>Table 2: what did your advice/guidance include?</b>		
	<b>Number</b>	<b>Per cent</b>
(a) 2% on "M1" and "M6" with firm guidance on 1% for intermediate points on the main pay range	4	6%
(b) 2% on "M1" only with firm guidance on 1% for all other points on the main pay range	2	3%
(c) Firm guidance on 2% for all points on the main pay range	32	47%
(d) Presentation of (a), (b) and (c) with no recommendation on which to adopt	10	15%
(e) Other	20	29%
Don't know	0	0%
Total	68	100%

### **Approximately what proportion of your authority's schools do you think will choose each option? (Table 3)**

Respondents were asked to indicate their best estimate of the proportion of local maintained schools which would choose each of the options (a), (b) and (c) in Table 2. It should be noted that responses to this question may not entirely align with those to the previous question due to some authorities not making a recommendation ((d) above), the latter responses being a subjective assessment of schools' likely actions, and the possibility of schools not following local authority advice.

Around two-fifths of respondents (42-43 per cent) were unable to answer in respect of options (a) or (b). Around a third (31 per cent) thought that 25 per cent of schools or less would opt for (a), while 22 per cent thought that more than 75 per cent of schools would opt for (b).

Three in five respondents (60 per cent) thought that more than 75 per cent of schools would opt for *firm guidance on 2% for all points on the main pay range (c)*.

<b>Table 3: approximately what proportion of your authority's schools do you think will choose each option?</b>		
	<b>Number</b>	<b>Per cent</b>
<b>2% on "M1" and "M6" with firm guidance on 1% for intermediate points on the main pay range (a)</b>		
25% or less	8	31%
26% - 50%	3	12%
51% - 75%	1	4%
More than 75%	3	12%
Don't know	11	42%
Total	26	100%
<b>2% on "M1" only with firm guidance on 1% for all other points on the main pay range (b)</b>		
25% or less	3	13%
26% - 50%	2	9%
51% - 75%	3	13%
More than 75%	5	22%
Don't know	10	43%
Total	23	100%
<b>Firm guidance on 2% for all points on the main pay range (c)</b>		
25% or less	5	10%
26% - 50%	1	2%
51% - 75%	5	10%
More than 75%	31	60%
Don't know	10	19%
Total	52	100%

Note: the 'other' category is not shown as it encompasses several different options.

#### **Do you think that primary schools in your authority are more likely than secondary schools to go for option (a) which provides for 1% on intermediate points? (Table 4)**

Just over a half of respondents (55 per cent) did not think that their local primary schools were more likely than secondary schools to opt for *2% on "M1" and "M6" with firm guidance on 1% for intermediate points on the main pay range (a)*. Almost a third (30 per cent) were unable to say.

Respondents were invited to elaborate on their response. Several referred to the paucity of local non-academy secondary schools.

<b>Table 4: do you think that primary schools in your authority are more likely than secondary schools to go for option (a) which provides for 1% on intermediate points?</b>		
	<b>Number</b>	<b>Per cent</b>
Yes	10	16%
No	35	55%
Don't know	19	30%
Total	64	100%

## What procedure does your authority have for signing off the advice/guidance? (Table 5)

In more than a half of respondents (56 per cent), advice or guidance to schools was signed off by a delegated officer such as the director of education or children's services. In only 7 per cent was it signed off by members. In more than a third (37 per cent), other arrangements were in place. These included sign off by other officers such as heads of human resources. Some respondents referred to trades union consultations.

Table 5: what procedure does your authority have for signing off the advice/guidance?		
	Number	Per cent
Guidance signed off by delegated officer (e.g. director of education, director of children's services)	38	56%
Guidance signed off by members (council committees, cabinet or lead members)	5	7%
Other	25	37%
Don't know	0	0%
Total	68	100%

## Which scale does your authority recommend to its schools? (Table 6)

Respondents which did not issue guidance to their schools on discretionary pay points for 2017 (or did not know) were asked which scale they recommended to their schools. Note that only 9 respondents answered this question so the figures should be treated with caution.

Two-thirds of these respondents (67 per cent) did not recommend any scale to their schools.

Table 6: which scale does your authority recommend to its schools?		
	Number	Per cent
A 6-point scale on the main pay range	1	11%
A 7-point scale with "M6a" and "M6b"	1	11%
An 11-point scale (e.g. with half-points between 'original' 6 points)	0	0%
Other	0	0%
No recommendation	6	67%
Don't know	1	11%
Total	9	100%

## Reasons for adopting position on the 2017 main pay range

Respondents were invited to write-in brief explanations of why they adopted the position they did. Seventy did so. The following main themes emerged:

- need to consider recruitment and retention problems (19 respondents);
- autonomy of schools in deciding pay (16);
- after consulting headteachers/schools (14);
- fairness (8);
- need to consider affordability (8);
- after consulting with unions/teacher associations (6);
- other (8).



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