

# School Teachers' Pay Award 2018/19

Selena Lansley &  
Simon Pannell



# Remit for 2018/19 teacher pay award

## Remit from Sec of State to STRB (December 2017)

*What adjustments should be made to the salary and allowance ranges for classroom teachers, unqualified teachers and school leaders to promote recruitment and retention.*

In particular, robust and up-to-date evidence to best utilise flexibility within Governments pay policy to address:

- Skill shortage areas & the use of targeted uplifts
- R&R in the early years of a teachers career
- Support productivity
- Remain within the bounds of affordability



# STPCD key milestones & timescale

- ❑ Secretary of State's letter to Chair of the STRB issued in December 2017
  - ❑ NEOST statutory consultees – written evidence submitted STRB January
  - ❑ NEOST oral STRB evidence session held in March
  - ❑ Report / recommendations 2018 pay award to Secretary of State in May
  - ❑ Consultation imminent (probably) combined response to STRB report / draft STPCD consultation
-

# Overall NEOST Position

- More than 1% award needed but anything above 1% would need new money from Government
  - Support a distinct 'cost of living' award
  - Support pay differentiation within a transparent and robust overarching performance framework
  - Award should not be targeted (e.g. at its most extreme different ranges for maths teachers)
-

# NEOST written response

- ❑ Sense a further increase in R&R difficulties over the last year.
  - ❑ Areas most affected – London, South East and East of England, as well as areas with high level of deprivation, rural coastal areas.
  - ❑ Subject shortage areas maths, English and science – modern languages & geography.
  - ❑ NQT's quality more than availability the issue.
  - ❑ Other causes of R&R issues– workload / work life balance, status & inspection regime.
-

# Oral evidence ?

- *Main drivers in local pay decisions?*
  - *Attract teachers back into profession?*
  - *Retention rates for teachers with 2 to 6 years' service?*
  - *Local pay market for Head Teachers?*
  - *Questions around the affordability of 5% uplift?*
-





# STRB recommendations

- Report imminent (probably)
  - Are we likely to see a higher than 1% award?  
(LGS 2% and unions claim 5%)
  - Will it be funded?
  - Will the uplift be the same across the ranges?
  - Uplift likely to relate to national ranges only
  - Schools decide how to increase pay of individual teachers, in accordance with pay policies and within national ranges
-

## Consequences of a 2 - 5% uplift

- New money needed
- Forces schools to differentiate further if no new money
- Unions will push for maximum uplifts for all

= Unfunded / unaffordable cost pressure vs threats of industrial action at local level and R & R challenges

---

## Question for you?

So let's just speculate that the Report will contain a recommendation for a 3% uplift across all the ranges minimum and maximum (pure speculation).

*What will this mean for schools:*

Q. With funding?

Q Without funding ?

# Support

- Pay Modeller** - <https://www.local.gov.uk/our-support/workforce-and-hr-support/education-and-young-people/school-teachers>
  - Managing Change Information and Guidance on LGA website**
  - Frequently Asked Questions and Answers** – coming shortly
-

# LGS (Green Book) Pay Award

- 2% per year (2018 & 2019) plus bottom loading to meet the NLW
  - New pay spine 2019
  - Cost of NJC pay award significantly higher for schools. Calculations for national pay bill 5.8% increase over 2 years, whilst for schools it was 7- 8%
  - Guidance in the form of Q&A's on transition arrangements
-

# Term Time Only

## Term Time Only Review

- Part of the 2016 pay deal, but progress has been slow
  - Employer input supported by a sounding board of HR practitioners – LAs and academies
  - Outputs will be non-mandatory guidance
  - Working on a general document and one covering maternity and another on sickness
  - General document largely agreed (example issues leave and pay calculation, mid-year terminations, special leave)
  - To be issued together which may hold up process – but autumn target
-

**Thank you for listening**

Selena Lansley &  
Simon Pannell

[www.local.gov.uk/workforce](http://www.local.gov.uk/workforce)