

# Teachers' Pay & Support Staff



Selena Lansley &  
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# Remit for 2019/20 teacher pay award

- ❑ What adjustments should be made to the salary and allowance ranges of all teachers to promote recruitment and retention .....
- ❑ "within the bounds of affordability across the school system as a whole" ??????



# STPCD key milestones & timescale

- ❑ Remit issued to STRB in November 2018.
  - ❑ NEOST written evidence submitted STRB January 2019
  - ❑ NEOST oral STRB evidence session held in March 2019
  - ❑ STRB recommendations 2019 pay award to Secretary of State in May
  - ❑ Consultation imminent (probably) combined response to STRB report / draft STPCD consultation
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# What is NEOST ?

- Employer representative body (Half a million teachers in 20,000 state funded schools in England)
  - Single statutory employer representative body when submitting evidence to the STRB
  - Membership from across local government, faith groups (CoE & CES) and the Confederation of School Trusts.
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# Overall NEOST Position

- More than 1% award needed but need new money from Government as part NFF
  - No assumption should be made that first 1% can be funded
  - Centrally Employed Teachers must be included in funding
  - Financial pressures main barrier to fairly rewarding teachers
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# NEOST written response

- ❑ Continued R&R difficulties for teachers across the board
    - Disciplines - Subject shortage areas include maths, science (especially physics), English, religious education, information computing and technology and modern foreign languages.
    - Levels – Head Teachers, quality and NQTs.
    - Locations - Areas most affected – London, South East and East of England, as well as areas with high level of deprivation, rural coastal areas.
  - ❑ Other causes of R&R issues– workload / work life balance, status & inspection regime.
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# Oral evidence ?

- *All about the money*
  - *Lots of questions around affordability of any pay award*
  - *Level of reserves in schools*
  - *Impact of targeting early career teachers*
  - *Head teachers pay*
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# STRB recommendations

- Report imminent (probably)
  - Are we likely to see a higher than 2% 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
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# Consequences of unfunded uplift

- Forces schools to differentiate further if no new money
  - Unions will push for maximum uplifts for all
  - As a starter the 2018 pay grant needs to be built into NFF
- = Unfunded / unaffordable cost pressure vs threats of industrial action at local level and R & R challenges
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## Question for you?

So let's just speculate that the Report will contain a recommendation for an above 2% uplift across all the ranges minimum and maximum (pure speculation).

How will central government respond?

*What will this mean for schools:*

Q. With funding?

Q Without funding ?

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## **Pay and T&C update**

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# New LGS Pay Spine

- Implementation on 1 April 2019
  - Costs in schools
  - 3 joint events with the unions to advise MATs
  - Catalyst for wider pay and grading reviews in MATs?
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# LGS pay negotiations 2020

- Unions claim to be presented in late July
  - Unison's internal consultation indicates 10% and minimum hourly rate of £10
  - Employers' consultation during September
  - Likely expectations of employers
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# Term Time Only Review

- Initial guidance issued in February 2019
  - Pay calculations
  - Lengthy complex discussions
  - Redundancy calculations
  - Mid-year contractual changes
  - Additional hours
  - Training & career development
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# Term Time Only Review (2)

- Sickness
  - Maternity
  - Issues about designation of annual leave time
  - Timescales?
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**Thank you for listening**

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