



Welcome



20 November 2019

- Welcome to this Webinar that will provide A briefing for 2020 green book pay and teachers' pay
 - Please make yourselves comfy - grab a cuppa and a biscuit and identify the fire escapes 😊
 - The webinar will begin at 9.30 am
 - We won't be using the 'raised hand' facility for this webinar
 - If you ask a question that isn't answered during the webinar – we will follow it up afterwards.
 - The recorded webinar will be available afterwards (including the slides) – you will find it on the website (queries info@employerlink.co.uk)
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Local Government Pay 2020

Harry Honnor

Senior Advisor (Workforce & Negotiations)

2018-20 pay deal

- Two-year deal: 1 April 2018 - 31 March 2020
 - 2.0% + 2.0% pay increase for majority of staff
 - Included substantial bottom-loading of 15.65% over two years on bottom pay point
 - New pay spine introduced 1 April 2019
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2020 pay claim

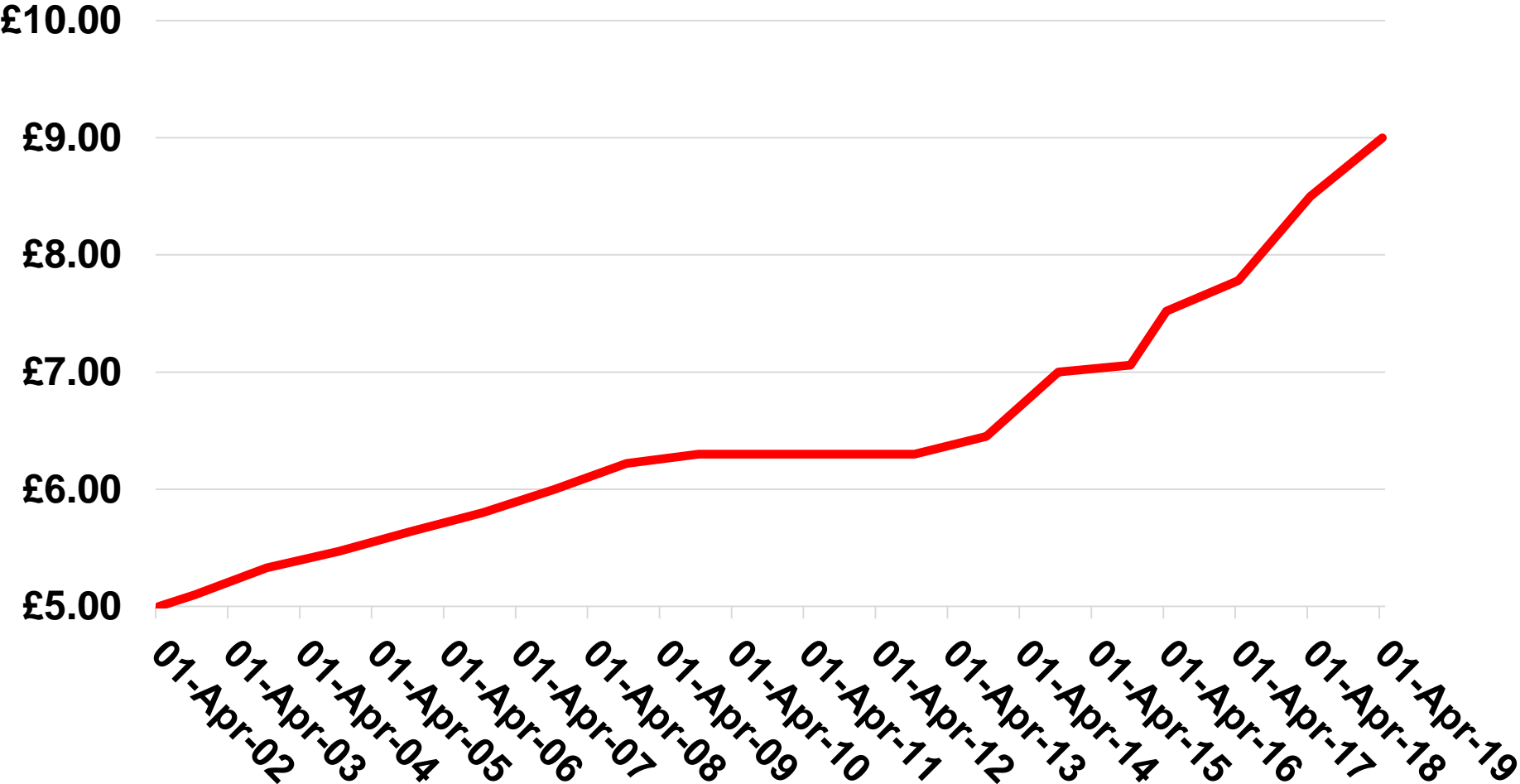
- A 'real living wage' of £10 per hour on NJC SCP1 and a 10% increase on all other NJC / GLPC pay points
 - A one-day increase to the minimum paid annual leave entitlement
 - A two-hour reduction in the standard working week
 - A comprehensive joint national review of the workplace causes of stress and mental health
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NJC v NLW

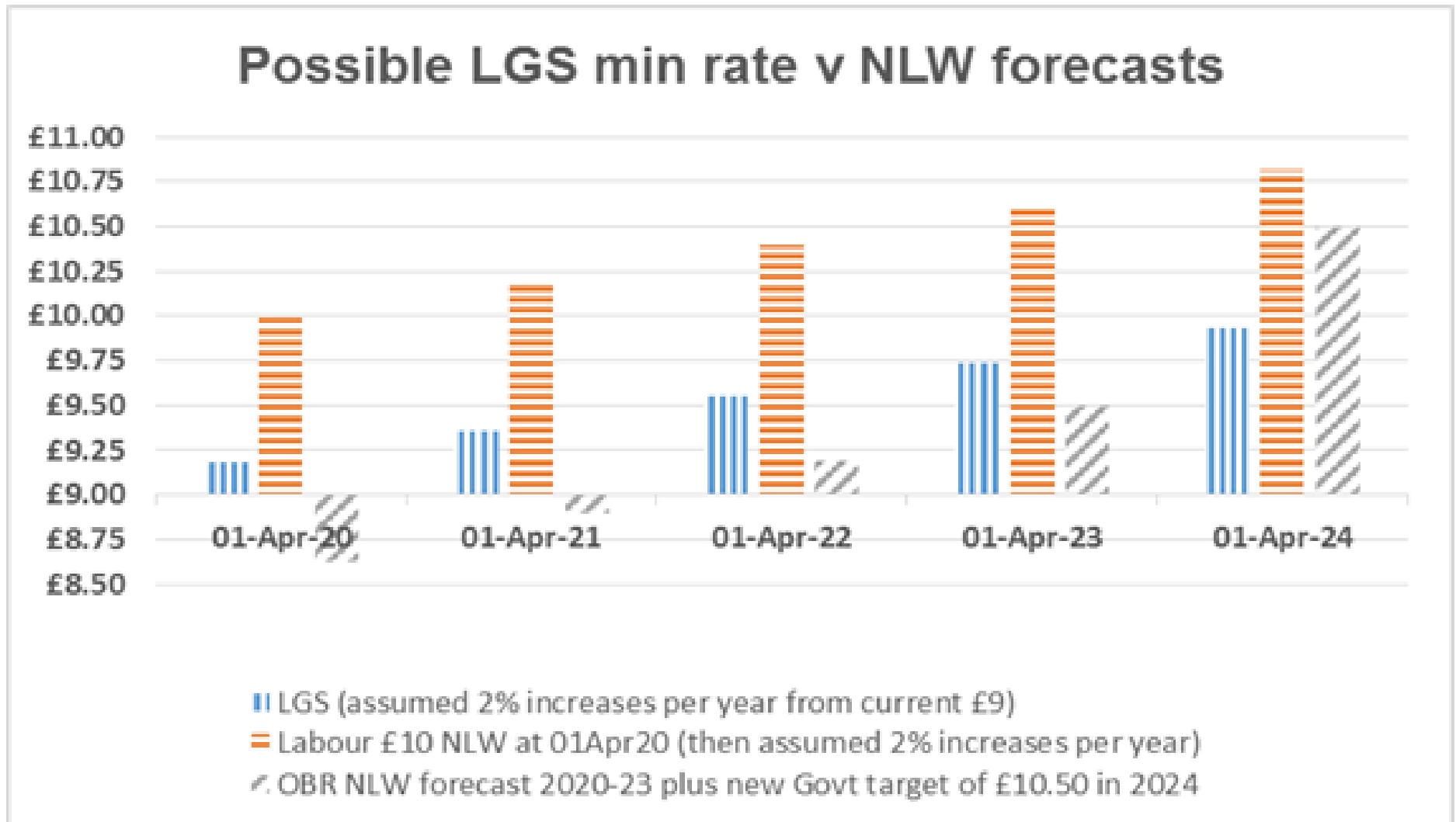
- NJC bottom rate 1 April 2019 = £9.00
 - NLW 1 April 2019 = £8.21

 - *OBR forecast NLW 1 April 2020* = £8.63
 - *OBR forecast NLW 1 April 2021* = £8.90
 - *OBR forecast NLW 1 April 2022* = £9.19
 - *OBR forecast NLW 1 April 2023* = £9.49
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NJC minimum pay rate 2002-19



Another new pay spine?



The claim: annual leave

- Green Book minimum since April 2009:

21 days (plus 2 extra statutory days) with a further 4 days after five years' of continuous service

- By comparison, NHS minimum:

27 days (29 after five years and 33 after ten years)

The claim: working week

- Green Book states...

standard working week for full-time employees is 37 hours (36 in London)

Negotiations deferred

National Employers have decided that they will not be in a position to respond to the pay claim until the impact of the outcome of the general election is known, which they do not expect until the New Year

The claim: stress and mental health

- Would national guidance be welcomed?
 - Examples of good practice you can share with National Employers?
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And finally...

- Keep up to date...

<https://www.local.gov.uk/our-support/workforce-and-hr-support/local-government-services>

Teachers' Pay Webinar

Selena Lansley

Senior Advisor (Workforce and
Negotiations)

Cover

- Overview national pay cycle
 - Summary National Employers
 - Teachers Funding for 2019
 - Teachers Pay Review Body remit for 2020
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Overview national pay cycle

STPCD

Secretary of State determines statutory pay and conditions of employment, following recommendations from School Teachers' Review Body (STRB)

STRB

Purpose: to make informed recommendations to the Secretary of State on the statutory framework for school teachers' pay and conditions (the STPCD)

More information on STRB at:

<https://www.gov.uk/government/organisations/school-teachers-review-body>

National Employers organisation for School Teachers

NEOST Key role: statutory employer consultee to STRB

- LGA lead, represents and advises employers of maintained schools
 - Membership: LGA, WLGA, CST, National Society (C of E and Church of Wales) for the Promotion of Education, Catholic Education Services.
 - Joint signatory to the Burgundy Book
 - Employer Link (LGA brand) offers a paid for subscription service to non-council controlled schools e.g. Academy Trusts
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Teachers Pay Grant 2019

- Allocations and conditions of grant for schools and local authorities for the teachers' pay grant for April 2019 to March 2020.
 - <https://www.gov.uk/government/publications/teachers-pay-grant-allocations-for-2019-to-2020-financial-year>
 - TPG will continue into 2020/21
 - 5002 (3863 FTE) centrally employed teachers are not covered by TPG since 2018
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Teachers Pay 2020

- £30k starting salary by 2022 (more London)
 - Advisory pay points
 - Flatter structure
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Consultation with LA's

- Continued R&R and financial concerns
 - Where known schools continuing to budget for 2% staff pay uplift 2020
 - £30k and flatter structure - concern around the knock on effect on budgets and retention of experienced teachers.
 - Ask – UPR move to MPR in the same school & review of pay safeguarding regulations
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Next Steps

- Election delaying the annual pay cycle from 13th November until early next year.
 - LA's and schools need time to review, plan, consult, agree and implement on reforms.
 - NEOST members want the evidence to STRB and government to be improved (quantity and quality) with robust data.
 - My ask – Work together (HR / Finance) colleagues to respond to NEOST call for evidence to inform STRB and STPCD consultation
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Thank you for listening

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