

School Teachers' Pay Award 2018/19

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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
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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)
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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.
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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?*
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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
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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
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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
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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
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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
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Thank you for listening

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