

TEACHERS MODEL PAY POLICY 2018

SERVICE AREA:	Governance & Pensions Directorate
SUBJECT MATTER:	ERROR! UNKNOWN DOCUMENT PROPERTY NAME.
DECISION:	<ol style="list-style-type: none">1. That the Council implements the Model Pay Policy 2018, as detailed in Appendix 1 of the submitted report, for all centrally based teaching staff employed within the Education Service, be approved.2. The Council recommends the Model Pay Policy 2018, as detailed in Appendix 1 of the submitted report, for adoption by all Governing Bodies of community, voluntary controlled and voluntary aided schools within the Borough, and that it applies to all teaching staff employed within these schools.3. The Council implements the national cost of living pay award with effect from 1 September 2018 to all teacher pay ranges and allowances as follows:<ul style="list-style-type: none">• a 3.5% uplift to the minima, maxima and discretionary pay points of the unqualified and main pay range (MPR);• 2% to the minimum and maximum of the upper pay range (UPR), leading practitioner pay range and all allowances (i.e. TLR and SEN allowances)• a 1.5% uplift to the minima, maxima and discretionary pay points of the leadership pay ranges.4. The Council implements an amended Teachers Main Pay Range, consolidation of the current 50 point scale to a 43 point scale.5. The Council implements the amended appeals process, a revised pay assessment form and the inclusion of a template outcome letter to support Schools and centrally based teaching services to administer the Model Pay Policy 2018 effectively.
DECISION TAKER(S):	Councillor Fairfoull
DESIGNATION OF DECISION TAKER (S):	Deputy Executive Leader
DATE OF DECISION:	29 November 2018
REASON FOR DECISION:	To ensure that all Governing Bodies apply the statutory provisions of the annually revised School Teachers Pay and Conditions Document (STPCD) in a consistent and fair manner.
ALTERNATIVE OPTIONS	No alternatives were considered on the grounds that not

REJECTED (if any): developing a Model Pay Policy could lead to inconsistent decisions and action relating to pay levels and pay progression resulting in equality claims, placing the Council as employer at risk of significant financial burden.

Extensive consultation had been undertaken

CONSULTEES: All Schools within the Borough

Joint Employment Consultation Group

**FINANCIAL
IMPLICATIONS:**

**(Authorised by Borough
Treasurer)**

The majority of employees affected by the proposed implementation of this Model Pay Policy are employed within schools. Individual school governing bodies and senior school leadership teams will need to ensure that their school budget plans take account of the new Model Pay Policy implications and that current and future staffing structures are affordable from their Dedicated Schools Grant (DSG) funding allocations.

A small number of teaching staff employed by the Council will also be subject to the new Model Pay Policy. The associated costs for the Council services will be picked up as part of the annual budget process and funded through the general pay inflation provision

LEGAL IMPLICATIONS:

**(Authorised by Borough
Solicitor)**

The Pay Policy describes how the Governing Body will apply the statutory provisions of the School Teachers' Pay and Conditions document (referred to as STPCD) to teachers working in the school. This Pay Policy should be read in conjunction with the STPCD and its statutory guidance. This policy cannot override the requirements of any of the National Pay and Conditions documents.

PUBLIC / PRIVATE

That the Press and Public be excluded from the meeting during consideration of the following item of business, in accordance with the provisions of Part 1 of Schedule 12A of the Local Government Act 1972.

CONFLICT OF INTEREST: There were no declarations of interest.

**DISPENSATION GRANTED
BY STANDARDS** None applicable

COMMITTEE ATTACHED:

**REFERENCE
DOCUMENTS:**

The background papers relating to this report can be inspected by contacting the report writer, Jenny Dickie (Human Resources Policy Manager)

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