

Staff and Pensions Committee

22 July 2014

Report on Proposed 1% Pay Award for Warwickshire County Council Employees on School Teachers' Pay and Conditions

Recommendation

That the Committee agrees to pay a 1% pay award to Warwickshire County Council Staff on School Teachers Pay and Conditions.

1.0 Introduction

- 1.1 The following paper outlines the position regarding a proposed pay 1% pay award to Warwickshire County Council employees on school teachers pay and conditions (known as STPCD).
- 1.2 There is a strong indication given by the Secretary of State for Education (see below) that this pay award will be implemented. Details of how this is to be applied is outlined in this briefing note.
- 1.3 Where staff are employed on STPCD centrally (e.g. IDS Service, Music Service, Early Years etc.) it is recommended to those receiving this paper that a 1% pay award is applied to all levels of teacher pay for the reasons outlined below.

2.0 Proposed 1% Pay Award to STPCD Minima and Maxima

- 2.1 **The Secretary of State for Education (Michael Gove):** The 24th report of the School Teachers' Review Body (STRB) was published on 10 June, responding to the remit issued to it in October 2013.

<https://www.gov.uk/government/publications/school-teachers-review-body-24th-report-2014--2>

- 2.2 The report contains recommendations on how to apply the pay award for teachers that is due to be implemented from September 2014. 2.3 Subject to the views of statutory consultees Mr Gove intends to accept the STRB's recommendations in full.
- 2.4 The STRB has recommended a 1% uplift of the national framework for teachers' pay from September 2014. For the first time the STPCD salary

uplift will **only** automatically be applied to the minima and maxima of all the pay ranges and allowances in the national pay framework, including the:

- Unqualified teachers' pay range;
- Main pay range;
- Upper pay range;
- Leading Practitioner pay range;
- Leadership pay range;
- Headteacher groups;
- Teaching and Learning Responsibility (TLR) allowance pay ranges;
- Special Educational Needs (SEN) allowance pay range.

2.5 The STRB has also recommended that those teachers and school leaders who currently sit on the maxima of the pay ranges should receive a 1% uplift. For all teachers who are paid other than on the minima and maxima the STRB has recommended that schools should determine locally how to take account of the uplift. This has caused much concern and a large number of LA's nationally have expressed equal pay concerns to the DfE, that over time, that if some of their schools were to not apply the 1% to all existing pay levels and some only to the top and bottom of the pay scales, equal pay risks may arise. The DfE has not dispelled these concerns and on the 25 June issued a guidance paper on pay equality issues where paragraph 16 highlights the caution employers must take in these matters.

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/322591/200623_Equality_Guidance_Final.pdf

2.6 Other less contentious but nonetheless concerning operational difficulties of not applying a pay award to all current STPCD pay levels, relate to the potentially negative impact on the recruitment and retention of teaching staff and the associated wage drift over time. Schools are currently faced with a number of skill shortage subject areas and leadership vacancies are becoming increasingly challenging to fill.

2.7 Birmingham, Solihull, Coventry and Dudley to name but a few Local Authorities have all confirmed they will be seeking to apply (once confirmed by DfE) the 1% pay award to all teachers employed on STPCD in central Council departments and to advise their schools that similarly this action is applied and pick up by exception those that ask for this not to be applied.

3.0 Summary

- 3.1 To note the Secretary of State for Education intentions on a 1% pay award to Warwickshire County Council staff on STPCD.
- 3.2 To note the potential risks in terms of equal pay matters if such a pay award is applied inconsistently.
- 3.3 To note the potential impact of recruit and retention and Warwickshire County Council as an employer of choice.
- 3.4 To be advised that in respect of Warwickshire County Council employees that the 1% pay award is applied only to those staff on Teachers Pay and Conditions.

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