

**Written statement of a non-key officer decision**  
**Chief executive**

<b>Title</b>	<b>Teachers pay award 2018/19</b>
Decision maker	Chief executive
Date of decision	25 October 2018
Report exemption class	Open
Purpose	To approve proposed arrangements for an increased pay award for teachers. The proposals aim to ensure that all teachers are treated equally and receive a cost of living increase. The national pay award only applies to the minima and maxima of each pay range and not the pay reference points in-between; therefore if the national award was applied, the majority of teachers would not receive a cost of living increase
<b>Decision</b>	<p><b>That the teachers' pay award for 2018-19 be approved as below:</b></p> <p><b>(a) A 3.5% increase for teachers on all scale points (except minima and maxima points as part of national agreement) within the unqualified and main pay ranges with effect from 1st September 2018;</b></p> <p><b>(b) A 2% increase for teachers on all scale points (except minima and maxima points as part of the national agreement) within the upper pay range with effect from 1st September 2018;</b></p> <p><b>(c) A 1.5% increase for teachers on all scale points (except minima and maxima points of each school size group as part of the national agreement) within the leadership range with effect from 1st September 2018</b></p>
Reason for the decision	As set out in the report. Documents relating to this decision are available at <a href="http://councillors.herefordshire.gov.uk/mglIssueHistoryHome.aspx?IId=50027715">http://councillors.herefordshire.gov.uk/mglIssueHistoryHome.aspx?IId=50027715</a>
Consultation	Union representatives/headteachers/local council officers as part of a Working Party to consult on a proposed pay award for 2018/19.
Options considered	1. Implement the minimum national pay award only; this would result in the majority of teachers not receiving a cost of living increase. This is not recommended as it is unequitable as it is dependent on the teacher's current pay grade.

Declarations of interest	
--------------------------	--

Officer: .....	Date 25 October 2018
Chief Executive (Alistair Neill)	