

Written statement of a delegated non-executive officer decision
Chief executive

Title	Teachers pay award 2019/20
Decision maker	Chief executive
Date of decision	7 October 2019
Report exemption class	Open
Purpose	<p>To seek approval by the head of paid service on the proposed arrangements for an above national pay award for teachers. The proposals aim to ensure that all teachers are treated equally and receive a cost of living increase. For the last four years, the national pay award has only applied to the statutory bottom(minima) and top (maxima) of all pay ranges and allowances and not the pay points in-between these points.</p> <p>It is for local authorities to determine whether they accept the national proposal or develop an alternative proposal to address any concerns of inequity that the national agreement could create. Local authorities nationally have maintained the previous pay structure for teachers and therefore if the national pay award was applied, a significant number of teachers would not receive a cost of living increase because they are on the pay points in-between the top and bottom points. Providing such an award can positively affect recruitment and retention for council schools.</p> <p>Allowances refer to TLRs (teaching and learning responsibilities) and SEN (special educational needs).</p>
Decision	<p>On 7th October, the Employment panel indicated its support that the proposals below be applied:</p> <p>(a) Subject to Parliamentary approval a 2.75% increase for school leaders and teachers on all scale points within all pay ranges with effect from 1st September 2019;</p> <p>(b) Subject to Parliamentary approval a 2.75% increase on all allowances with effect from 1st September 2019;</p>
Reason for the decision	<p>As set out in the report. Documents relating to this decision are available at</p> <p>http://councillors.herefordshire.gov.uk/mglIssueHistoryHome.aspx?IId=50031346</p>
Consultation	Teacher trade unions will be consulted on 5th September. In addition headteachers from academies, maintained and voluntary

	aided schools will be part of the consultation meeting on 5th September.
Options considered	<ol style="list-style-type: none"> 1. There are no alternative options to the recommendation – it is a function of the panel to be a consultee on all terms and conditions, including policies, for staff. 2. Alternative options to the proposal under consultation are: <ul style="list-style-type: none"> • 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 teachers' current pay grade. • Also nationally, teacher trade union organisations are seeking a 2.75% pay increase for all teachers and leaders irrespective of grade.

Officer:	Date 7 October 2019
	Chief Executive (Alistair Neill)	