

**Minutes of the meeting of Employment panel held at Committee Room 1 - The Shire Hall, St. Peter's Square, Hereford, HR1 2HX on Tuesday 24 October 2017 at 2.00 pm**

**Present:** Councillor AW Johnson (Chairman)

Councillors: RI Matthews, AJW Powers and EJ Swinglehurst

**Officers:** Chris Baird, Julie Davies and Tracey Sampson

**10. APOLOGIES FOR ABSENCE**

Apologies were received from Councillor Bramer.

**11. NAMED SUBSTITUTES (IF ANY)**

Councillor EJ Swinglehurst for Councillor Bramer.

**12. DECLARATIONS OF INTEREST**

Councillor Matthews declared an interest in item 7 on the agenda as a member of his family was a member of the teaching profession in a local authority maintained school in Herefordshire.

Councillor Matthews left the room at 14:01 and took no further part in the meeting.

**13. MINUTES**

**Resolved: that the minutes of the meeting held 13 July 2017 be approved as a correct record and signed by the chairman.**

**14. QUESTIONS FROM MEMBERS OF THE PUBLIC**

No questions were received.

**15. QUESTIONS FROM COUNCILLORS**

No questions were received.

**16. TEACHERS PAY AWARD 2017/18**

The head of HR and organisational development and the HR services manager provided an update on the position taken by other councils in the region. The position had changed from that set out in paragraph 6 of the report. A number of other councils, including some bordering Herefordshire had decided to apply a 2% increase across the main pay range. One neighbouring authority had decided to implement the proposal as set out in the report but give schools the option to implement 2% across the main pay range if they wished. The upper pay range, leadership grades, teaching and learning responsibilities and special educational needs allowances would receive a 1% increase as set out in the report.

In discussion it was noted that:

- the cost of living would always be a shifting picture;
- the proposals had been arrived at after a considerable amount of work and discussion;
- academies were not bound by these proposals but had historically followed the council's approach;
- although headteachers were sympathetic to the suggestion of a 2% increase across the pay scale, concerns had been expressed about the affordability of this option, the proposals in the report represented a consensus view;
- it had to be assumed that cross border academy trusts would implement the same pay increase across all schools in the trust;
- one of the trade unions continued to lobby for a 2% increase across the main pay range, the other unions would have preferred a greater increase but were understanding of the proposal and would provide further comment once a decision had been reached;
- schools had been advised to budget for a 1% increase, any additional cost would come from the dedicated schools grant and not from the council's base budget;
- there was a need to be aware of the long term impact on school budgets;
- if different councils implemented different pay increases there could be an impact on recruitment and retention, there was no hard evidence that a 1% variance would make a significant difference but care should be taken that any divergence did not grow year on year.

The option to allow schools to decide for themselves whether to implement the 2% increase across the main pay range was discussed. The main points raised were:

- recruitment and retention of good teachers supported the council's priorities for school achievement;
- competition for staff within Herefordshire could have more of an impact than competition with other council areas;
- smaller schools in particular might struggle to afford the greater increase;
- external factors would always had an impact regardless of the option taken; and
- it was important to show that all options had been considered.

It was the majority view of the panel, on a two to one basis, that the option to allow schools the choice to implement a 2% increase across the main pay range not be pursued.

**Resolved:**

**that the panel endorse the proposals to approve:**

**(a) a 2% increase for teachers on the main pay range point M1 from 1 September 2017;**

**(b) a 1% increase for teachers on all other scale points from 1 September 2017;**

**(c) a 1% increase for all allowances paid to teachers from 1 September 2017**

The meeting ended at 2.32 pm

**Chairman**