

Record of officer decision

Decision title:	Teachers Pay Award 2017/18
Date of decision:	Required for 1st November 2017
Decision maker:	Chief Executive
Authority for delegated decision:	Chief Executive Scheme of Delegation
Ward:	Countywide
Consultation:	<p>Teacher trade union representatives have been consulted as part of the Working party and also by email. In the main, the representatives understood the financial position and therefore were generally accepting of the pay recommendation which is in excess of the national pay award. However, one teacher trade union maintains the position for 2% to be applied across all pay points in the main pay range.</p> <p>Headteachers from academies, maintained and voluntary aided schools have also been involved in the consultation and unanimously endorsed the pay recommendation. Headteachers felt that the minimum requirements of the national pay award was divisive as only a small number of teachers would receive a cost of living increase and this was only dependent upon their actual pay reference point. Although academy schools are not bound by the pay proposals they have historically followed the council's approach.</p> <p>Headteachers considered that 2% across all pay points in the main pay range was not affordable in the long term.</p> <p>The Employment panel was consulted on 24 October 2017. They discussed the various points of the Teachers' pay award 2017/18 report and also the option (not detailed in the Teachers' pay award 2017/18 report) to allow schools to decide for themselves whether to implement the 2% increase across all pay points on the main pay range.</p>
Decision made:	<p>The Employment panel endorsed the proposals to approve:</p> <p>(a) a 2% increase for teachers on the main pay range point M1 from 1 September 2017;</p> <p>(b) a 1% increase for teachers on all other scale points from 1 September 2017;</p> <p>(c) a 1% increase for all allowances paid to teachers from 1 September 2017.</p>
Reasons for decision:	<ul style="list-style-type: none"> • Schools had been advised to budget for a 1% increase across the board. • The additional 1% for those individuals on the first pay step (M1) of the main pay range equates to an unbudgeted increase of £7911 which on average is £344 per school as 23 schools are affected. • Pay awards for school based staff are funded from the dedicated schools grant. • Headteachers involved in the consultation supported the

	<p>pay proposal and were of the view that any further increases, ie 2% across all pay points in the main pay range, was unaffordable in the long-term.</p> <ul style="list-style-type: none"> • Where known, the pay award for teaching staff at other councils in the West Midlands area is above the national pay award. As detailed in the report, nine councils have implemented 2% across all pay points in the main pay range. • External factors would always have an impact regardless of the option taken. It was assumed that cross border academy trusts would implement the same pay increase across all schools (including those based in Herefordshire) in the trust and this could impact on recruitment and retention.
<p>Highlight any associated risks/finance/legal/equality considerations:</p>	<p>Although applying the same increase does ensure that all teachers are treated the same, treating staff the same can still cause inequality. It is believed that by not applying the same increase across all pay points, this will lead eventually, to recruitment and retention problems. Therefore this was a material factor as to why the same percentage award should be applied.</p> <p>One teacher trade union has an on-going national dispute on conditions of service for teachers, including salaries and pensions and has raised concerns about not awarding 2% across all pay points on the main pay range. This union potentially could take further action although the endorsed pay award is above the national pay award and therefore meets statutory requirements.</p>
<p>Details of any alternative options considered and rejected:</p>	<p>To implement the minimum national pay award only; this would result in the majority of teachers not receiving a cost of living increase and was not recommended as it was unequitable. It was believed that this would also cause recruitment and retention issues and also employee relation issues.</p> <p>At the Employment panel the option to allow schools to decide for themselves whether to implement the 2% across all pay points on the main pay range was discussed. It was felt that smaller schools might struggle to afford the greater increase and if Herefordshire schools implemented different pay awards, this would have an impact in terms of recruitment and retention.</p>

Details of any declarations of interest made:	Councillor Matthews declared an interest and took no further part in the meeting.

Signed.....Alistair Neill..... Date: 21/11/2017