

School Teachers Pay and Conditions Document 2018

For the attention of Headteachers, SBMs and Governors

The purpose of this email is to confirm the details of the changes to the 2018 STP&CD

Queries to: Jo Hardy/Claire Connolly, HR Team Manager

Dear all

The 2018 STP&CD has been laid before parliament and published. As explained in a previous communication, the main changes are as follows:

- A 3.5% uplift to the minima and maxima of the main pay range (MPR) and unqualified teacher pay range
- A 2% uplift to the minima and maxima of the upper pay range (UPR), the leading practitioner range and the minima and maxima of TLR1, TLR2 and SEN allowances
- A 1.5% uplift to the minima and maxima of the leadership group pay range and all Headteacher group pay ranges

Therefore, to ensure compliance with the statutory document, payroll will uplift these pay values only (backdated to 1 September 2018) in the pay run for October. Changes to **these pay values only** will be uplifted automatically by payroll. **No other adjustments to salary values will be made until we receive an instruction from your school to do so.**

Due to the changes in STP&CD over the last few years, it is becoming increasingly difficult for us to advise you on standardised pay points, and some schools and academies have departed from the 'traditional' pay points already. Government make it clear that we should not 'fetter your discretions' and therefore you may wish to consider the following options in implementing the pay award:

Option 1 (See values attached – NB these values do not include on costs)

- A 3.5% uplift to all values on the MPR and unqualified pay range
- A 2% uplift to all values on the UPR, the leading practitioner range and all TLR1 and TLR2 values, as well as SEN allowances
- A 1.5% uplift to all values on the leadership group pay range

These values are applicable if you uplifted all values on the MPR in 2017 by 2%. However, we should be clear that there is no requirement to take this course of action. You will be compliant with STP&CD 2018 if you implement the main changes described above.

Option 2 (See values attached – NB these values do not include on costs)

- A 3.5% uplift to all values on the MPR and unqualified pay range
- A 2% uplift to all values on the UPR, the leading practitioner range and all TLR1 and TLR2 values, as well as SEN allowances
- A 1.5% uplift to all values on the leadership group pay range

These values are applicable if you uplifted the minima and maxima of the MPR by 2% but chose to uplift the remainder of the MPR by 1% in 2017

Option 3

Some other course of action, proposed and agreed by the Governors and clearly instructed to us. If you are considering using an alternative option, you may wish to seek advice from your HR Officer, as well as bearing in mind recruitment and retention, and maintenance of appropriate differentials.

If you are unsure which option you selected in 2017, please email HRforschools@southglos.gov.uk and we will be able to advise you accordingly.

We would recommend that this is discussed fully with Governors, as obviously not only does this have budget implications, but could have implications for recruitment and retention of staff and working relationships with Professional Associations. Once a decision has been reached, this will need to be communicated to us for implementation. If your school has moved away from the 'traditional' pay points already, then we will need to receive your new pay points with the pay award applied. This will mean that it will become impossible for us to check your pay instructions as robustly as we have in the past, and therefore it is critical that your administrative staff are aware of the pay values agreed by the Governors – to ensure that staff are paid correctly and in line with your pay policy.

To be clear, this does not replace the need to take pay decisions related to performance, this is the implementation of the pay award only. All decisions taken with regard to performance will need to take into account the new pay values implemented at your school.

To aid the processing of pay awards and performance related pay, this year we will be capturing both your decision on the pay award, and all decisions related to performance related pay in one document. There will be a report that you will need to run from SIMS, which will ensure you are able to notify us of your decision regarding the application of the pay award, and then confirm who should receive incremental progression in relation to performance. All pay progressions for Headteachers should be actioned using a TA form as normal, as these are often completed much later in the year, and we don't want that decision process to hold up pay progressions and the pay award for all other teachers.

All instructions will be actioned by payroll in the order that they are received. Where possible, when the decision is received before the payroll deadline from schools to HR, the decision will be actioned in that month. However, we are sure you will appreciate that this is an extremely busy period for payroll and due to the increasingly varied and complex decisions taken at school level, this may not always be achievable. Where this is not achievable, the decision will be actioned in the following month. We will be sending further instructions regarding the report that should be run and the actions that should be taken in the next few days, however we thought it was helpful to issue this briefing paper in the meantime to allow discussions with Governors regarding the application of the pay award to commence.

Any decisions that Governors make, will also need to be reflected in the Pay Policy for the school – a revised guidance document will be issued to schools as soon as practicable.

You can find information regarding the Teachers' pay grant methodology at

https://www.gov.uk/government/publications/teachers-pay-grant-methodology?utm_source=13e6b916-c3c4-4313-9af5-b1a0f6ebc35e&utm_medium=email&utm_campaign=govuk-notifications&utm_content=immediate.

Any queries regarding this topic should be directed to your finance officer.

Option 1

Main pay range + 3.5%

MIN	£23,720.00
M2	£25,594.00
M3	£27,652.00
M4	£29,780.00
M5	£32,126.00
M6	£34,665.00
MAX	£35,008.00

UPR + 2%

UPR1	£36,646.00
UPR2	£38,004.00
UPR3	£39,406.00

TLR 3 + 2%

MIN	£540.00
MAX	£2,683.00

TLR2 + 2%

MIN	£2,721.00
MAX	£6,646.00

TRL1 + 2%

MIN	£7,853.00
MAX	£13,288.00

SEN allowances + 2%

MIN	£2,149.00
MAX	£4,242.00

Unqualified pay range + 3.5%

MIN	£17,208.00
	£19,210.00
	£21,210.00
	£23,212.00
	£25,215.00
MAX	£27,216.00

Lead practitioner + 2%

MIN	£40,162.00
MAX	£61,055.00

Heads national groups + 1.5 %

	From	To
Group 1	£45,213.00	£60,153.00
Group 2	£47,501.00	£64,736.00
Group 3	£51,234.00	£69,673.00

Group 4	£55,064.00	£74,985.00
Group 5	£60,755.00	£82,701.00
Group 6	£65,384.00	£91,223.00
Group 7	£70,370.00	£100,568.00
Group 8	£77,613.00	£111,007.00

Leadership group + 1.5%

MIN	£39,965.00	
L2	£40,966.00	
L3	£41,989.00	
L4	£43,034.00	
L5	£44,106.00	
L6	£45,213.00	
L7	£46,430.00	
L8	£47,501.00	
L9	£48,687.00	
L10	£49,937.00	
L11	£51,234.00	
L12	£52,414.00	
L13	£53,724.00	
L14	£55,064.00	
L15	£56,434.00	
L16	£57,934.00	
L17	£59,265.00	
L18 MAX GP 1	£60,153.00	MAX GP 1
L18	£60,755.00	
L19	£62,262.00	
L20	£63,806.00	
L21 MAX GP 2	£64,736.00	MAX GP 2
L21	£65,384.00	
L22	£67,008.00	
L23	£68,667.00	
L24 MAX GP 3	£69,673.00	MAX GP 3
L24	£70,370.00	
L25	£72,119.00	
L26	£73,903.00	
L27 MAX GP 4	£74,985.00	MAX GP 4
L27	£75,735.00	
L28	£77,613.00	
L29	£79,535.00	
L30	£81,515.00	
L31 MAX GP 5	£82,701.00	MAX GP 5
L31	£83,528.00	
L32	£85,605.00	
L33	£87,732.00	
L34	£89,900.00	
L35 MAX GP 6	£91,223.00	MAX GP 6
L35	£92,135.00	
L36	£94,416.00	
L37	£96,763.00	
L38	£99,158.00	

L39 MAX GP 7	£100,568.00	MAX GP 7
L39	£101,574.00	
L40	£104,109.00	
L41	£106,709.00	
L42	£109,383.00	
MAX	£111,007.00	MAX GP 8

Option 2

Main pay range +3.5%

MIN	£23,720.00
M2	£25,344.00
M3	£27,380.00
M4	£29,488.00
M5	£31,811.00
M6	£34,325.00
MAX	£35,008.00

All other values are as per the above.

Contact details

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