

**In our Newsletters we share updates on Teachers' and Local Government changes, HR legislation, along with giving you information on what Advanced HR are planning for the upcoming year.**

## **Changes to Pay from September 2015**

The School Teachers Review Body issued their recommendations in March 2015, following the recent reforms to teachers pay, the review body has stated that it is for schools to determine individual pay awards, taking account of performance and in line with school pay policies. The final version and the guidance documents has recently been published along with the 2015 School Teachers Pay and conditions document.

The School Teachers' Review Body (STRB) has said that uplifts to the national pay framework should not be applied automatically to teachers and that any individual pay award needs to take account of performance. It is not the intention that the uplifts to the framework translate into uniform pay increases for every teacher within every school and that those on the maximum of a pay range should only be awarded an uplift where it is merited by performance, and therefore it is for the school to set out clearly in their individual school's pay policy the extent to which any uplift to pay ranges and allowances within the national pay framework should apply to their teachers.

## **The 2015 Pay Award**

The decision to increase the maxima of the main pay range by 2% from September does not mean that teachers currently on the maxima will receive a salary increase of 2%. The STRB has made it clear that the uplift of 2% to the maxima is about giving schools more flexibility to tackle recruitment and retention problems and to have more scope to recognise the value of high performing experienced classroom teachers who contribute substantially to improved outcomes for their pupils.

In line with the recommendations in the STRB's 25<sup>th</sup> Report, from 1 September 2015:

- A 1% uplift has been applied to the statutory minima and maxima of all pay ranges in the national pay framework, including allowances, with two exceptions a 2% increase to the maximum of the main pay range and no increase to the maxima of the eight headteacher pay group ranges.

- Where a classroom teacher/leadership group member is paid on the minimum of their pay range/band, their salary – excluding any allowances – must be uplifted to the new minimum.
- For all other classroom teachers/leadership group members, schools must determine – in accordance with their own pay policy – how to apply the uplift to individual salaries and pay ranges and how to take account of the uplift to the national framework in making individual pay progression decisions.

## The Detail:

### 1. Unqualified Teacher Pay Range

- An uplift of 1% to the minima of the range
- An uplift of 1% to the maxima of the range

#### This means:

- The uplift of 1% is applied only to the bottom point, it is mandatory that all unqualified teachers on this point receive the uplift. It is not mandatory that the 1% increase is applied to any other points in the range for unqualified teachers. It is at the discretion of the Governing Body/School to decide via their pay policy.
- An uplift of 1% to the maxima of the pay range, the uplift is mandatory (as in the school must apply a 1% uplift to the actual monetary value of the top point of the range), but is not mandatory to apply this to existing staff – it is for the school to decide how to apply this, there is an option to link this to increase to the outcomes of appraisal.

### 2. Main Pay Range

- An uplift of 1% to the minima of the range
- An uplift of 2% to the maxima of the range

#### This means:

- That there is a mandatory uplift of 1% to MPR1- all teachers on MPR1 must receive a 1% uplift in pay regardless of the outcomes of their performance review.
- It is not mandatory that the uplift of 1% be applied automatically to any other teachers on Main Pay Range MPR2 to MPR6. It is at the discretion of the Governing Body/School to decide via their pay policy.
- An uplift of 2% to MPR6 (the maxima), this uplift is mandatory, however it is not mandatory that this be automatically applied to those teachers who are currently on MPR6, schools have the option to link this increase to the outcomes of appraisal. See example on page 6

### 3. Upper Pay Range and Leading Practitioner Range

- An uplift of 1% to the minima and maxima of the range
- Allowances in the national framework i.e. Teaching and Learning Responsibility Payments (TLRs) and Special Education Needs (SEN) allowance.
- An uplift of 1% to the minima and maxima of the TLR payment and SEN allowance ranges

This means:

- The uplift of 1% is applied only to the bottom point (UPR1 and the bottom of any leading practitioner range), it is mandatory that all teachers on this point receive the uplift. It is not mandatory that the 1% increase is applied to any other points in the range for both Upper pay range or Leading practitioner teachers. It is at the discretion of the Governing Body/School to decide via their pay policy.
- An uplift of 1% to the maxima of the pay range, the uplift is mandatory (as in the school must apply a 1% uplift to the actual monetary value of the top point of the range), but is not mandatory to apply this to existing staff – it is for the school to decide how to apply this, there is an option to link this to increase to the outcomes of appraisal.

#### **4. Allowances in the national framework – TLR payments (TLR 1, 2 and3) and SEN allowances**

- An uplift of 1% to the minimum of each separate allowance
- An uplift of 1% to the maximum of each separate allowance.

This means:

- The uplift to the minimum allowance is mandatory- this must be applied to all teachers receiving the minimum of either TLR, 1, 2 or 3 or SEN allowance, this is regardless of the outcomes of appraisal.
- It is not mandatory to apply this to the other levels of TLR or SEN allowances (in between the bottom level and the top)
- An uplift of 1% to the maximum of each of the published allowance is mandatory. However it is not mandatory for schools to pass on this uplift to existing teachers currently in receipt of the maximum, there is an option to link this to appraisals.

#### **5. Leadership group range for Assistant Headteachers and Deputy Headteachers**

- An uplift of 1% to the minima of the overall leadership group range
- No uplift to the maxima of the overall leadership group range

This means:

- The uplift to the minimum of the published range is mandatory, therefore all Assistant and Deputy Headteachers on the lowest referent point of the leadership range should receive a 1% uplift in pay regardless of the outcome of appraisal.
- It is not mandatory to apply the 1% automatically to any other deputy or assistant head teachers on the leadership range other than those on the bottom.
- No uplift to the maximum of the leadership – this is mandatory and will apply to any deputy or assistant headteacher on the maximum, which is point 43.

#### **6. Headteacher Group Ranges**

- An uplift of 1% to the minima of each of the eight head teacher group pay ranges
- No uplift to the maxima of each of the eight head teacher group pay ranges

This means:

An uplift to the minimum of each of the eight Headteacher group ranges within the leadership range. The uplift to each of the minimum is mandatory, therefore all head teachers on the

lowest reference point of any one of the of the eight headteacher group ranges will receive a 1% uplift in pay regardless of the outcomes of any appraisal.

- It is not mandatory that the uplift of 1% be applied automatically to any other headteachers other than those on the lowest point.
- No uplift to the maximum of each of the eight headteacher group ranges within the leadership range – this is mandatory.

## What Decisions need to be taken?

### 1. Head Teachers pay

Head Teachers' Groups			
Group	Range of Reference Points	Salary Range	
		2014	2015
1	L6 - L18	£42,232 - £58,096	£43,663 - £58,096
2	L8 - L21	£45,421 - £62,521	£45,876 - £62,521
3	L11 - L24	£48,991 - £67,290	£49,481 - £67,290
4	L14 - L27	£52,653 - £74,19	£53,180 - £72,419
5	L18 - L31	£58,096 - £79,872	£58,677 - £79,872
6	L21 - L35	£62,521 - £88,102	£63,145 - £88,102
7	L24 - L39	£67,290 - £97,128	£67,963 - £97,128
8	L28 - L43	£74,215 - £107,210	£74,958 - £107,210

The group is one of the 8 groups that the school falls into dependent on the Individual school range. The Range is the 8 points within the group that the Head teacher is appointed to.

#### NOT MANDATORY

Applying the 1% to the reference points in between the bottom of the group and the top.

#### MANDATORY

The bottom point of each group will receive a 1% uplift – **No uplift** for the top of each group

### 1.2 What will this look like?

#### Example 1.

A head teacher in Group 3 whose individual range is L18 to L24, their current point is L18 (the bottom of their range) will not receive the 1% uplift, because the uplift is only mandatory for the bottom point of each group. Therefore their salary will remain at the 2014 rate.

A head teacher in Group 5 with an individual range of L18 to L24 and is currently on L18 will receive an uplift of 1% because it is the bottom of the group, they will receive the 2015 rate.

### 1.3 Decisions for Governing Bodies in relation to headteachers pay.

Governors must decide whether to apply the 1% uplift to the reference points in between the bottom and the top, the guidance uses the words 'it is not mandatory' therefore it is for individual schools to decide whether they want to apply the 1% to the reference points in between.

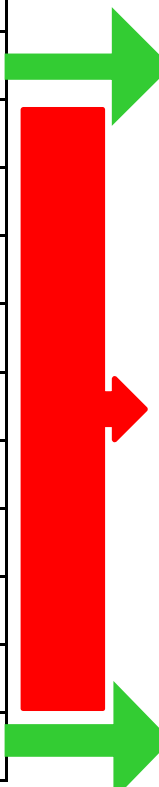
NOTE that the guidance states that **IT IS MANDATORY** to NOT apply the 1% uplift to the top of the groups, therefore:

**Example 2:** A head teacher in Group 2 with an individual range of L15 to L21 is already on L21 and has discretionary payments cannot receive the 1% uplift as this is the top of group 2 and they will remain on the 2014 rates.

A head teacher in Group 3 whose individual range is L18 to L24 and is currently on L21 will only receive the 1% uplift if the school/Governors agree to apply the 1% across the ranges in between the bottom and the top. If it is agreed they will be paid at the 2015 rate on L21.

## 2. Main Pay Range

Main Pay Range		
Scale Point	Annual Salary 2014	Annual Salary 2015
1	£22,023	£22,244.00
1a	£22,892	£23,121.00
2	£23,764	£24,001.00
2a	£25,021	£25,271.00
3	£25,675	£25,931.00
3a	£26,660	£26,927.00
4	£27,650	£27,927.00
4a	£28,738	£29,025.00
5	£29,829	£30,126.00
5a	£31,005	£31,315.00
6	£32,187	£32,831.00



The 1% increase on **MPR1 is mandatory** all teachers on this rate must be awarded the 2015 rate

It is **NOT MANDATORY** to increase points 1a to 5a by 1% this is for the school/Governors to decide

MPR6 has had a 2% increase which **is mandatory** in terms of the monetary amount\*\* but has the option to be awarded based on performance

## 2.2 What could this look like?

An alternative with the 2% to MPR6

Main Pay Range		
Scale Point	Annual Salary 2014	Annual Salary 2015
1	£22,023	£22,244.00
1a	£22,892	£23,121.00
2	£23,764	£24,001.00
2a	£25,021	£25,271.00
3	£25,675	£25,931.00
3a	£26,660	£26,927.00
4	£27,650	£27,927.00
4a	£28,738	£29,025.00
5	£29,829	£30,126.00
5a	£31,005	£31,315.00
6	£32,187	£32,509.00
6a		£32,831.00

\*\*MPR6 has had a 2% increase which **is mandatory** in terms of the monetary amount has the option to be awarded based on performance. An option is to split the % down by applying 1% to MPR6 and creating an MPR6a (a further 1%). If the school opts to apply the 1% to all the reference points in the structure it still has to make the Maximum of the points £32,831 this can only be awarded on performance.

### Example 3

Teacher A is on MPR6 the school has made the decision to award a 1% increase across the board in their own model of the MPR, therefore MPR 1 to 6 receives a 1% increase (shown in the table above). The school still has to comply with the mandatory 2% increase on the maximum of the range and this must be related to performance the guidance states:

*The uplift of 2% to the maxima is about giving schools more flexibility to tackle recruitment and retention problems and to have more scope to recognise the value of high performing experienced classroom teachers who contribute substantially to improved outcomes for their pupils.*

Teachers who meet a criteria (high performing, experienced teachers, who contribute substantially to improved outcomes) and the criteria in the pay policy (for schools to develop) can be awarded MPR6a.

## 2.3 Decisions for Schools/Governing Bodies in relation to Main Pay Range

Governors must decide whether to apply the 1% uplift to the reference points in between, the guidance uses the words 'it is not mandatory' therefore it is for individual schools to decide whether they want to apply the 1% to the reference points in between.

NOTE that the guidance states that **IT IS MANDATORY** to apply 2% uplift to the maximum but it is not mandatory to apply this automatically to MPR6 employees. It is for the governing body/school to decide.

### 3. Leadership Pay Deputy and Assistant Headteachers

Leadership pay runs from L1 to L43, there is an uplift of 1% to the minima of the range in which deputies and assistant headteachers are in, therefore all deputies and assistant Head teachers on the lowest reference point in their group will receive a 1% uplift – this is mandatory.

This is very similar to the changes to head teachers. It is not permitted to uplift the maximum of the leadership pay ranges and it is not mandatory to apply the 1% across the points in between the bottom and top.

#### 3.1 Decisions for Governing Body/School

It is for the school to decide if they want to apply the 1% to the points in between the top and the bottom.

### 4. Upper pay range and Leading Practitioner.

The upper pay range has had a 1% uplift to the minimum points – this is mandatory, this must be applied to teachers who are currently on the minimum of UPR and LPR. It is at the discretion of the Governing body/school as to whether the 1% is applied to all reference points.

Upper Pay Range		
Scale Point	Annual Salary 2015	Annual Salary 2015
U1	£34,869.00	£35,218.00
U2	£36,160.00	£36,522.00
U3	£37,496.00	£37,871.00



An uplift of 1% to the maximum is mandatory for both UPR and LPR is mandatory in that the monetary amount must be increased by 1%, it is not mandatory to automatically to all teachers on the highest range – schools have the option to link this to performance.

**In addition, the Report contains the following recommendations:**

- Discretionary national reference points should not be published in Departmental advice from September 2015
- There should be a fuller review of the national pay framework in future - to ensure it enables schools to attract and retain high calibre graduates in an increasingly competitive labour market.

## **5.0 Summary**

These changes are effective from 1<sup>st</sup> September 2015, however it is important for Governing Bodies to be aware of and involved in the decisions that schools face with the recommendations from the School Teachers Review Body.

The guidance that has come from payroll has a deadline of 7<sup>th</sup> September 2015 (to adopt a blanket increase), however this deadline is in reference to the payroll system. Schools should ensure that they fully understand each element of the pay recommendations before making any decisions.

We recommend that schools meet as pyramids to gain a consensus of approach, both Ellen and Tracey are available to attend to provide guidance.

Alternatively we can arrange to meet with individual schools if necessary, at the meetings we can cover trade union recommendations, and from the meeting we will update the pay policy for all schools.

Please contact us if you would like to arrange a meeting or if you just need some guidance.

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