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1st September 2017

Dear Headteacher / Principal

SCHOOL TEACHERS' PAY 2017 /18 – IMPORTANT ACTION REQUIRED

We are urgently seeking the views of schools on the application of the teachers' pay award for 2017/18. This is your opportunity to influence the Local Authority's approach to the pay spine this year.

As previously communicated to you, due to the general election in June there was a delay in the publication of the School Teachers' Review Body (STRB) recommendations and School Teachers Pay and Conditions Document (STPCD) 2017. The STRB recommendations have now been accepted and can be found [here](#) and the Pay and Conditions document effective from 1 September 2017 is [here](#)

In line with the recommendations in the STRB's 27th Report, from 1 September 2017:

- a 2% uplift has been applied to the statutory minimum and maximum of the main pay range;
- a 1% uplift has been applied to the minima and maxima of all other pay ranges in the national framework (including headteacher groups) and all allowances across all pay ranges;

Except for teachers and leaders on the minima of their respective ranges or group ranges, schools must determine – in accordance with their own pay policy – how to take account of the uplift to the national framework in making individual pay progression decisions.

In recent years the Local Authority and Schools have had discretion to determine their own pay spine within the statutory minimum and maximum pay ranges. Each year the LA has issued a model pay policy, including model pay spine, for school's to adopt, should they so wish. The way the award has been determined this year presents a number of options for determining a pay spine and to assist the LA in determining what, if any, pay spine it is to recommend to school's for 2017/18, we would appreciate your responses to the questions within our short survey accessed [here](#)

The survey will close on 12TH September 2017 and shortly after we will issue further communications to update you accordingly.

Further information is also provided in the Q&A's below:

What are the implications for schools?

This is essentially a 1% uplift on all pay points but the application of the 2% uplift for MPR is not straightforward. The STPCD only publishes a statutory minimum and maximum pay level (not a full pay spine). This means that there is a statutory requirement to pay **no less than** the statutory minimum of the MPR at M1 BUT whether or not the 2% is applied more broadly across the MPR and the pay points within the range is a matter of discretion given that schools are free to determine pay frameworks within the statutory limits.

Should NYCC continue to publish a recommended pay spine?

The clear steer from Government is that pay spines should be agreed at school level. However, we know from previous consultation with NYCC maintained schools that there has been at least some level of demand from schools for a clear NYCC recommended pay spine that Schools then adopt in full. We also have some concern regarding equal pay if maintained schools deviate from the recommended pay points.

Historically, the Local Government Association (LGA) have continued to publish the recommended pay spine for local authorities and schools to adopt but the way the 2% has been framed this year means that the LGA will no longer be doing this. As a local authority and service provider, we need to make a decision as to whether or not to continue to publish a recommended pay spine and, if so, how to apply the 2% pay award on the MPS.

On 21 August 2017 the LGA produced guidance summarising options and we are seeking the views of schools on these options by conducting a short snap survey.

Joint advice had been produced by NAHT, NUT, ASCL, ATL, and Voice who are advocating a 2% increase to all pay points within MPR and it is likely that employee relations issues will arise in some areas should 2% not be applied across the MPR. NASUWT have taken the same stance.

However, this must be balanced against the potential impact on school budgets – the impact will clearly vary from school to school and preferences in terms of the application of the 2% may vary between schools as a result.

Will the consultation delay the application of the pay award in September 2017?

We recognise that this important consultation with schools will delay any decision on a pay spine but unfortunately, the timing of the publication of the STPCD and associated guidance has meant that there has been no opportunity for consultation prior to the Summer break.

In order to minimise impact, in September's payroll the absolute minimum statutory awards will be made and any further increases determined as a result of the consultation will be applied at a later date and backdated. So, a 1% increase has been applied to all pay points with the exception of MPR 1 where 2% has been applied with effect from 1st September 2017. We have liaised with the Employment Support Service to ensure this is in place for NYCC schools that buy in to this service.

How does this affect the adoption of the pay policy?

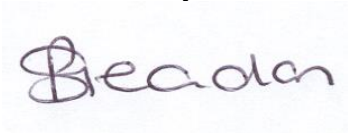
The pay spine forms part of a school pay policy and other than the application of the pay award there are few changes to other aspects of the Policy this year. The draft pay policy 2017/18 (outlining the discretionary areas), will be subject to consultation with the Professional Associations at a meeting on 6th September and we will be able to provide a draft pay policy following this meeting which will include various different options available with regard to the main pay range pay spine, We will however need to await the outcome of our consultation with schools on the pay spine (outlined below), before we can make a final determination on the NYCC approach and publish our recommended pay spine.

Whether you wait for the publication of the NYCC recommended pay spine depends on what framework you wish to adopt within your school. If, after the outcome of the consultation, NYCC continues to publish a recommended pay spine, and you wish to follow the NYCC pay spine this will have been consulted upon at NYCC level, and therefore once available, will be free for you to take to your governing body and adopt. If your intention is to set your own pay spine locally, irrespective of any NYCC pay spine should it be published, you will need to go through a period of consultation (recommended 2 weeks) at school level with unions and staff

We would appreciate your responses to the survey questions which can be found [here](#).

If you have any queries regarding the information provided or the survey please contact your nominated HR Adviser.

Yours faithfully

A handwritten signature in dark ink that reads "Penny Yeadon". The signature is written in a cursive style with a large initial 'P'.

Penny Yeadon
Head of HR - CYPS