

NYES HR News

Welcome

With so much going on in the field of education at the moment, NYES HR feel it is important to communicate with schools on priority issues ahead of the next scheduled NYES HR Newsletter, anticipated for the start of next term. Hopefully, you will find the articles and updates contained within this extra and interim issue, topical, useful and informative!

Teacher's Pension Scheme Indexation

In issue 7 [Feb 2022] of the NYES HR Newsletter, we advised schools of the latest position on this issue. To recap – teaching unions have requested teacher employers make a notional payment (even £1 is enough) in order to trigger what is called pensions indexation. Triggering pension indexation can have a substantial impact on an individual teacher's pension although it also has the potential to cost the Teachers' Pensions scheme itself a significant amount as well as carrying a small risk of having a detrimental impact in some individual circumstances.

It was previously noted that this issue only affects teachers who are members of the **final salary** Teachers' Pension Scheme, not those in the Career Average or CARE Scheme, and who are **close to retirement age/actively considering retiring**. Therefore, a small proportion of your workforce.

Since the previous Newsletter, there has been some progress in national discussions, but fundamentally the position of DfE and Teachers Pensions has not altered and is unlikely to do so in the foreseeable future. What we do know is that if any action is to be taken, it needs to be done by **31 August 2022** and any agreed increase, regardless of how nominal, needs to occur **before** any individual teacher, subject to the factors described above, applies for retirement and access to their pension benefits. Once an application is made, it cannot be reversed and any further change to salary will have no indexation effect.

In this issue

TPS Indexation – Update on this important query for schools to note

NJC Staff pay 2021-2022 – Settlement of the 2021/22 pay negotiations for support staff

Increase to business mileage allowance with effect from 01 April 2022 – all change in April 2022!

COVID 19 latest – The latest employment advice and guidance is available

NYES Human Resources
North Yorkshire County Council
County Hall, Northallerton
North Yorkshire, DL7 8AD
01609 798343
NYHR@Northyorks.gov.uk
[Welcome to CYPInfo | CYPInfo](https://www.northyorks.gov.uk/cypsinfo)
([northyorks.gov.uk](https://www.northyorks.gov.uk))

NYES HR News

We are in the process of proactively liaising with other LAs, Teachers' Pensions and other agencies on this issue and we spoke with Teaching Unions at last week's consultative meeting.

There needs to be careful consideration of how to advise schools given the complexities of the scheme. As such, we will be undertaking a review of options over the coming weeks and expect to give an indication of our advice in the time period following the Easter school break.

In the meantime, if you are approached by any individual members of teaching staff who are due to retire imminently and need to consider this matter in advance of the publication of our advice, please contact NYES HR.

Local government pay settlement and implications for school based NJC staff

In the previous edition of the NYES HR Newsletter [Feb 2022], we told you about the latest developments in the 2021/2022 pay claim for NJC staff, including those based in schools.

Locally, NYCC had already agreed with the local UNISON branch, mutual acceptance of the 1.75% national employers offer, [2.75% only where this applies to the very first pay point].

For maintained schools the award was paid in February 2022, together with any arrears backdated to April 2021.

Nationally, the situation has now been settled and there was no further change to the negotiating position of either side. This means that no further action is required or necessary unless you purchase your payroll from another provider and / or specifically opted not to make the payment in advance of the national settlement.

NYES HR are not aware of negotiations on the next pay round for 2022-2023, having started, although of course in the normal course of events, the award would be due from the 01 April 2022. Therefore, it is highly likely that any settlement will come much later in 2022 or even into 2023.

There will be more on this in future NYES HR Newsletters.

Increase to business mileage allowance with effect from 01 April 2022

Obviously personal finances are under pressure at the moment due to the increased costs of living, including the price of fuel. In response, business mileage rates have recently been reviewed, in consultation with unions, resulting in the following immediate changes;

- The rate staff claim for work mileage has been increased from 1st April to match the HMRC rate, currently 45p per mile for the first 10,000 miles, it will remain as 25p per mile thereafter.
- This increased rate will apply to both support staff and teaching staff, bringing the mileage rate for teaching staff in line with that for NJC support staff.
- The rate will apply until 31 March 2023 as work is already underway as part of Local Government Review to consider mileage rates for staff in the new Council from April 2023.

There are relatively few situations in schools where teachers and support staff need to claim for business miles, so the increase is not expected to have a dramatic effect on school budgets. The method and process for any claims has not changed and normal procedures should continue where a suitable claim is necessary as a requirement of the role.

NYES HR News

COVID 19 latest developments

The situation with COVID-19 remains fluid and it looks like government and society will have to manage the effects of the pandemic for months and years to come. As we know, national and local guidance is being amended to reflect a transition to managing COVID-19 'like any other respiratory disease'. Initial changes in terms of NYCC staffing guidance is outlined below.

Schools should note that in March 2022, the travel rules for ALL those returning and entering into the UK changed so that there is now NO requirement to test prior to or after coming back into the UK. This is effective for those both fully vaccinated, unvaccinated and part vaccinated. This will be relevant for any staff returning from holidays abroad over Easter, May half term and into the summer period.

Looking forward, NYCC is preparing to make changes to its policy towards managing staff across the Council and this will include all employees in NYCC maintained schools. School Leaders, including Governors, Headteachers and Business Managers should be aware of these changes that will come into effect from **01 April 2022**.

- The temporary discounting of initial COVID-19 related sickness absence for the purposes of sickness triggers and days lost for incremental progression will come to an end from the 01 April 2022, the situation will revert to normal, ie; COVID-19 sickness absence will be treated like any other absence and should be appropriately managed as such.
- Also after 01 April 2022, NYCC envisages a situation where it requires its employees to continue to follow health advice and messaging to self-isolate for at least 5 full days where symptoms are experienced and/or LFD tests are positive [where staff have opted to continue to test]. Therefore, it will continue to be important for those in school with responsibility for managing absence due to COVID-19, to make sure the reason for the individual not being in school due to 'isolating' is categorised correctly. I.e. determining what is sickness absence due to the individual being too unwell to work whilst isolating vs what is isolation where the employee is well enough to work from home. Where it is not possible for schools to allocate work to be undertaken from home and the absence is NOT due to actual sickness, this 'isolation' absence will be on full pay. If, in order to help manage this situation, school leaders require proof of COVID-19 infection, they can ask for something suitable, which may mean a photo of the positive LFD test result for example.

The alteration in management of COVID-19 absence described here refers to school employees and schools should continue to follow DfE guidance which relates to the management of COVID-19 for the rest of school, including classrooms, pupils etc.

Schools should note that NYES HR advice and guidance remains up to date including published FAQs, however, these do change on a regular basis to reflect the changing national situation.

ACTION : Schools to note the [FAQs](#) as a source of advice for when workforce COVID- 19 queries arise.