

HR NEWSLETTER

July 2023



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Contact Us

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The contact details above will take you through to our office-based HR Adviser (Advisory) team and all initial queries should be made via this contact. It may be necessary to escalate your query to your nominated HR Adviser.

We are open all year between 8:30 am and 5 pm Monday to Thursday and 8:30 am to 4:30 pm Friday.

NJC Pay Award—Update

PAY NEGOTIATIONS NEWS

You will remember, [as outlined in our June 2023 newsletter](#), that Unison conducted a ballot regarding member support for industrial action in relation to the proposed national pay award for NJC staff in 2023/24. The ballot closed on 4 July and Unison branches have been receiving their results over the last week. Unite's ballot is due to close before the end of July.

Unison's NJC committee met on 11 July to consider the full results of the ballot which was disaggregated by employer. The threshold was met for some employers, but most of those were smaller employers. You should be informed directly of the outcome of any ballot in your setting directly by your Unison branch (Academies) or your LA (maintained schools outside of North Yorkshire), if you haven't already. Unison have agreed to await the ballot results from Unite before publicly confirming next steps. As such, further delay is expected.

This week it has been confirmed that, in North Yorkshire, the ballot did not meet the threshold so, by way of courtesy, for those settings with schools in or neighbouring North Yorkshire boundaries, we are informing you of the steps NYC is taking which may inform your own considerations.

A local agreement between Unison and North Yorkshire Council has been reached to allow the early interim implementation of the NJC employers' pay offer for 2023-2024. (NB: Unison is the sole union for collective bargaining for NJC staff in North Yorkshire).

This is in recognition of:

- The ongoing significant pressures on the cost of living for staff
- Ongoing recruitment and retention challenges
- The aspirations of UNISON members to receive more than the employers' offer

Therefore, the national employers' offer, summarised below, will be processed in July 2023's salary payment for support staff of North Yorkshire Council;

With effect from 1 April 2023:

- An increase of £1,925 per annum on NJC pay points 2 to 43 inclusive
- An increase of 3.88 per cent to apply to the locally negotiated points on the pay spine for employees on NJC terms and conditions i.e., pay points 44 to 76 (up to Assistant Chief Executive grade DIR1)
- An increase of 3.88 per cent on NJC allowances

If there is a final national agreement, which is more favourable than the above, any additional sums owing will be applied at the earliest opportunity.

Please note that this [local agreement](#) between North Yorkshire Council and Unison does not conform to the advice of the Local Government Association (LGA), who do not advocate the imposing of the pay offer before the collective bargaining process has concluded.

NJC Pay Award—Actions for School Leaders



- Consider any ballot outcome for your setting and whether you have any other recognised unions for collective bargaining for NJC staff
- For Academies, if Unison is your only recognised union for NJC collective bargaining and any ballot did not meet the threshold in your setting, you may wish to consider the pros and cons of following LGA advice and simply awaiting conclusion of the process vs seeking a local agreement for early implementation, along the lines of NYC's approach.
- For maintained settings, follow any local agreements made by your Local Authority, if that Local Authority pursues a similar approach.
- NB: please note that any agreement to implement the employers' offer will affect pension banding and you will need to liaise with your pension provider about any necessary re-banding.



School Teachers' Pay and Industrial Action

INDUSTRIAL ACTION

Earlier this week, NASUWT confirmed the outcome of their ballot regarding Teachers pay, funding for any pay award and the issue of 'excessive workload and long working hours'. There are strict legal thresholds in terms of voter turnout that must be met in respect of any statutory industrial action ballot in state-funded schools, and NASUWT have stated on their website that this ballot applies to each workplace (i.e. individual school setting), and where a workplace has not met the threshold, those members will not be called upon for strike action at this time. The NASUWT site provides a details of the ballot results in each workplace, which can be accessed on the NASUWT site here; [NASUWT | England State-funded School Ballot Summer 2023](#).

Since the NASUWT results were announced, you will no doubt have seen in the press that the Government has now made an offer of 6.5% pay increase for Teachers for September, with additional funding to cover the cost of implementation ([Joint Statement on Teachers' Pay: 13 July 2023 - GOV.UK \(www.gov.uk\)](#)). All four unions will now put this deal to members, with a recommendation to accept.

We will keep you fully informed as and when we hear further in relation to any further ballot outcomes, announcements regarding agreed pay awards and / or action planned in the Autumn term.

Safer Recruitment Training

Safer recruitment training, aimed at school leaders and those involved in safer recruitment, is being delivered at County Hall on 21st September 2023. To book your place go to NYES and search for Safer Recruitment, or NYES HR courses; [Training & Events | NYES Info](#).



Upcoming Training

Governor panels: staff hearing and appeals (evening)	20/11/23
Managing performance & capability	12/10/23
HR Toolkit for Senior Leaders	04/10/23
Managing attendance & HR related issues	24/10/23
Session for Staff Absence Scheme customers only	
Managing stress in schools	22/11/23
Book your place by clicking on the course title or by visiting www.nyes.info/training	

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