

# HR NEWSLETTER

*For all NYC maintained education settings*

October 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.

## Pay and Industrial Action

### NJC SUPPORT STAFF

As a reminder, nationally, there are three unions recognised for collective bargaining in respect of NJC pay. Since our September newsletter, and following their recent ballot, UNISON have announced that they are not asking members to take any strike action in respect of 2023/24 pay offer, and instead wished to resolve the dispute and begin their campaign for the 2024/25 cost of living rise for NJC staff.

Unite is currently engaged in industrial action in a small number of councils, and GMB is conducting industrial action ballots, targeted at some councils and schools, which close on 24 October 2023.

The unions have agreed to reconvene their discussions within a few days of GMB's strike ballots closing. Therefore, it is not expected that the negotiation process will have concluded before the end of October 2023.

[As previously advised](#), the national employers 'full and final offer' has been implemented already in North Yorkshire, pending conclusion of the negotiation process.

### TEACHERS PAY

As reported in our [September newsletter](#), whilst the Government have accepted the STRB recommendation for Teachers pay award 2023/24, there are steps in the process remaining which have to be concluded before the pay award can be confirmed. In mid-October, the pay order will be laid in parliament for a 'praying' period for 21 days, after which this will become law if there have been no parliamentary amendments received during this time. Subject to this process continuing as expected, the pay award is expected to be confirmed in early November and backdated to 1st September 2023.

NEOST have responded to the Government consultation welcoming the decision to implement the STRB recommendations for teachers pay for 2023/24. In respect of next year's STRB remit, NEOST have asked for a review of Upper Pay Range (UPR) and salary safeguarding to be included, in addition to an effective consultation period that supports the school calendar year and allows for September 1st implementation of pay award.

### PAY POLICY - WATCH THIS SPACE...

All possible preparations for timely publication of this year's Model Pay Policy have been made. We agreed a proactive 'in principle' approach to consultation with professional associations, on the basis of the proposed pay award, in order to avoid any unnecessary delay. Having consulted with unions on a draft pay policy on 6 September, once the STPCD has been published, we will then be in a position to share the 2023/24 NYES HR Model Pay Policy for adoption.



## National Additional Payment Schemes for Eligible Teachers

### APPLICATION SCHEMES NOW OPEN

Between September 2023 and March 2024, eligible Teachers are able to apply for payment/re-payment in respect of the following national schemes;

Early-career payments [Early-career payments for teachers - GOV.UK \(www.gov.uk\)](https://www.gov.uk)

Student Loan Repayments [Teachers: claim back your student loan repayments - GOV.UK \(www.gov.uk\)](https://www.gov.uk)

Levelling up Premium Payments [Levelling up premium payments for teachers - GOV.UK \(www.gov.uk\)](https://www.gov.uk)

Please see the respective schemes for eligibility, and share these schemes with relevant Teachers in your setting.

#### Actions for school leaders



- Please share this information with teachers in your setting



## Training Days and Part Time Staff

### NEW TOP TIPS GUIDANCE PAGE

How many training days do part time staff need to attend?...

Can I ask a part time employee to attend a training day which is a non-working day?...

How do training days affect non-contact time for part time teachers?...

Are my support staff paid to attend training days?...

These are common questions we receive from clients. To support your consideration around the contractual arrangements for part time employees and training days, we have published our NYES HR top tips – training days and part time staff, which can be accessed here in the ‘Useful Downloads’ section; [Terms and Conditions | CYPInfo \(northyorks.gov.uk\)](https://www.northyorks.gov.uk/terms-and-conditions)

## Discretionary Long Service Award Scheme

### UPDATE TO SCHEME

In April 2023, the NYC Long Service Award Scheme was updated for North Yorkshire Council employees. This scheme now, in addition to recognising long service through the award of certificates, also provides an e-gift card to NYC employees who reach 20, 30 and 40 years service. Details of the North Yorkshire scheme, which has always been discretionary for schools, are contained on the NYES HR site, under the [Terms and Conditions section](#) (bottom of the page). Whilst there is no obligation to do so, schools may want to consider whether they wish to adopt the North Yorkshire scheme (which would then apply to all employees in the school and will take into account continuous North Yorkshire Council service), or introduce their own mechanism for recognising long service with the school or in the county.

#### Actions for school leaders



- Following consideration by your Governing Body, please inform ESS if you choose to opt in to the scheme,



## A Fairer Approach to Awarding QTS to Overseas Teachers / iQTS

### NEW DfE LEGISLATION

It is a legal requirement for teachers in local authority maintained schools to have Qualified Teacher Status (QTS). Historically as part of the UK's membership of the EU, qualified teachers from European countries were able to easily apply for QTS in England, although teachers from other countries could not, even with the equivalent skills and experience. The DfE has now introduced new legislation as a fairer approach to awarding QTS to overseas teachers, and to support the movement of qualified teachers to the English workforce. This has widened the pool of countries from which teachers can apply for QTS. The DfE state that the new professional recognition service sets consistent standards so that the qualifications and experience of overseas teachers can be fairly assessed.

In addition, the DfE have backed a new teaching qualification; international qualified teacher status (iQTS). Those who have successfully complete the iQTS qualification with an approved provider will automatically be awarded QTS.

Holders of iQTS and QTS gained overseas will be qualified to teach in English Schools, providing they have a visa or immigration status giving them the right to work in the UK. Those who commence employment in an English school, will be subject to the usual statutory induction period in the same way that early careers teachers trained in England do. This can be completed in either a DfE-accredited British School Overseas (BSO), or an eligible school in England.

Further information is available through the DfE site; [A fairer approach to awarding QTS to overseas teachers - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/news/a-fairer-approach-to-awarding-qts-to-overseas-teachers)

### Upcoming Training

Governor panels: staff hearing and appeals (evening)	20/11/23
Managing performance & capability <b>Refreshed for 23/24</b>	12/10/23
Successful Appraisal <b>Refreshed for 23/24</b>	10/10/23
Managing attendance & related HR issues	24/10/23
<b>Session for Staff Absence Scheme customers only</b>	
Managing stress in schools	21/11/23
Book your place by visiting <a href="https://www.nyes.info/training">www.nyes.info/training</a>	