



Human
Resources

HR NEWSLETTER

For all NYC maintained education settings

July 2023



CONTENTS

<u>NJC Pay Award—Update</u>	3
• Information on a local agreement between Unison and North Yorkshire Council	
<u>School Teachers’ Pay and Industrial Action</u>	4
• NASUWT ballot results	
<u>Safer Recruitment Training</u>	5
• Upcoming safer recruitment training available September 2023	
<u>Summer Staff Discounts - Vivup</u>	5
• Details on a range of employee benefits via Vivup.	
<u>Upcoming Training</u>	5
• Training webinars available to join in the Autumn Term	

Contact Us

E: NYES.HR@northyorks.gov.uk

T: 01609 798343

W: [Website](#)

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. This week it has been confirmed that, in North Yorkshire, the ballot did not meet the threshold for strike action. In light of this, and in recognition of the delay nationally in reaching an agreement in respect of NJC pay for 2023/24, 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.

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;

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.

Pension re-banding—please note: Following the confirmation that the annual pay review will be applied to the July 2023 payroll, in line with NYC LGPS (Local Government Pension Scheme) employers' pension policy, the annual pension re-banding exercise will also be completed. The employee pension contribution rates for April 2023 can be located within North Yorkshire Pension fund website (nypf.org.uk) within the area - Member info/Active member/Contribution rates or by clicking [here](#).



Actions for school leaders

- School leaders are asked to advise support staff of this update on their pay for 2023/24



School Teachers' Pay and Industrial Action

INDUSTRIAL ACTION

NASUWT have 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 thresholds are:

- a minimum 50% turnout in all industrial action ballots; and
- a minimum 40% level of support (of all members regardless of whether they voted) in favour of industrial action.

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](#). We would suggest that you review the results for your setting.

In line with legislation, NEU are currently re-balloting for strike action (as planned action must be within 6 months of a statutory postal ballot). This ballot closes on 28th July 2023.

Both ASCL and NAHT ballots close on 31st July 2023.

We will keep you fully informed as and when we hear further in relation to any further ballot outcomes 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](#).

Summer Staff Discounts - Vivup

DID YOU KNOW...

North Yorkshire Council provides access to a whole range of Lifestyle Savings employee benefits via Vivup. This includes savings for travel and staycations, days out and shopping, in addition to Cycle to Work scheme and financial wellbeing support.

Further information regarding the fantastic deals available is provided in the summer discount brochure, '[Enjoy the Best of the Summer for Less](#)', or by visiting <https://northyorks.vivup.co.uk/> and registering as an NYC employee.



Actions for school leaders



- School leaders are asked to share details of Lifestyle Savings employee benefits, Vivup, with staff

Upcoming Training

<u>Governor panels: staff hearing and appeals (evening)</u>	20/11/23
<u>Managing performance & capability</u>	12/10/23
<u>HR Toolkit for Senior Leaders</u>	04/10/23
<u>Managing attendance & HR related issues</u>	24/10/23
Session for Staff Absence Scheme customers only	
<u>Managing stress in schools</u>	22/11/23

Book your place by clicking on the course title or by visiting www.nyes.info/training