

**Schools Bulletin on the 2018 Teachers' Pay Award and the 2018/19 Model Pay Policy**  
**- 24 September 2018**

**Headline: Following a national delay, the STPCD was published on Friday 14 September. The NYCC model pay policy will be made available this week commencing 24 September.**

This bulletin is to update you with regard to the increases to teachers' pay, and the preparation of the Model Pay Policy for schools to adopt.

The DfE proposals on the percentage uplifts to teachers' pay scales were published on 24 July, after school term had ended, and were out for (national) consultation until 3 September. This has offered no opportunity for schools to accurately budget for 2018/19, and NEOST (National Employers Organisation for School Teachers) and Professional Associations, have been robust in their feedback to DfE that this process must be conducted earlier in future.

The final School Teachers' Pay and Conditions Document was published online on 14 September – see [this](#) link, which confirms the pay award is as follows:

- 3.5% on Main Pay Scale and Unqualified Pay Scales (max & min points)
- 2% on Upper Pay Range, Lead Practitioners, and all allowances (TLR, SEN)
- 1.5% on Leadership pay ranges

All possible preparations for timely publication of this year's Model Pay Policy have been made, including 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. We are now ready to make the model pay policy available this week commencing 24 September, so you may wish to include this on any Governing Board agendas. Other important information includes:

1. The DfE have announced that a new government grant will fund the increases over and above 1% - the level of the previous pay cap. DfE guidance on the formula has now been issued, which you can see [here](#). The LA's finance team are now working hard to consider the pay grant formula and how this will be applied at school level. The high level detail is that the funding will be allocated on the basis of pupil numbers but, good news for small rural primaries is that any schools with less than 100 pupils will be funded on the basis of 100 as a minimum. However, as with any formula-based approach, schools will benefit differently. NYCC schools will also benefit from the fact that the LA advised schools to budget for 2% rather than 1% (as many other schools have done nationally) so the funding formula is likely to benefit the distinct majority of schools.
2. Although DfE leave schools to determine for themselves a number of discretionary pay scale elements, schools tell us that LA recommendation on these points is still welcomed. The 2018/19 Model Pay Policy includes NYCC's recommendations of applying the pay award uplifts across the respective ranges (e.g. 3.5% across all points 1-6 on the MPS).

3. Despite late release of this information by the DfE, schools are reminded to continue to observe the timelines in the appraisal policy to ensure that decisions on pay progression are made by 31 December for head teachers and by 31 October for other teachers.

The Schools' Model Pay Policy, along with other relevant HR information for schools, will be published on the CYPs.info website at <http://cyps.northyorks.gov.uk/> from 25<sup>th</sup> September, in the 'Pay' section for those schools subscribing to the HR traded service.