Y BWRDD GWEITHREDOL

18FED RHAGFYR 2017

MODEL POLISI CYFLOGAU ATHRAWON DIGYSWLLT 2017/18

Yr Argymhellion / Penderfyniadau Allweddol sydd eu Hangen:

I gefnogi'r 'Model Polisi Cyflogau Athrawon Digyswllt 2017/18'

Y Rhesymau:

Mae'r Model Polisi Cyflogau Athrawon Digyswllt wedi ei ddiweddaru i adlewyrchu newidiadau deddfwriaethol a gyflwynwyd gan Dogfen Cyflog ac Amodau Athrawon Ysgol 2017.

Angen Ymgynghori a'r Pwyllgor Craffu Perthnasol	NAC OES
Angen i'r Bwrdd Gwenthredol Wneud Penderfyniad	OES
Angen i'r Cyngor Wneud Penderfyniad	NA

YR AELOD O'R BWRDD GWEITHREDOL SY'N GYFRIFOL AM Y PORTFFOLIO:
Cyng. Mair Stephens; Cyng. Glynog Davies

Cyfarwyddiaeth: Prif Weithredwr / Rheoli Pobl; Addysg a Gwasanaethau'r Plant

Enw Pennaeth y Wasanaeth:	Swyddi:	Rhifau ffôn: Cyfeiriadau E-bost:
Paul R. Thomas	Prif Weithredwr Cynorthwyol (Rheoli Pobl)	01267 246123 PRThomas@sirgar.gov.uk
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Awdur yr Adroddiad:		
Julie Stuart	Uwch Bartner Busnes AD	01267 246375 JStuart@sirgar.gov.uk

EXECUTIVE SUMMARY

EXECUTIVE BOARD

18TH DECEMBER 2017

MODEL UNATTACHED TEACHERS' PAY POLICY 2017/18

1. BRIEF SUMMARY OF PURPOSE OF REPORT

The Authority is required to adopt a pay policy that sets out the basis on which it determines teachers' pay and the date by which it will determine the teachers' annual pay review and also establish procedures for addressing teachers' grievances in relation to their pay. The document called School Teachers Pay and Conditions (STP&CD) is updated each year which can lead to amendments in the model pay policy offered to schools.

This revised Model Unattached Teachers' Pay Policy has been updated to reflect legislative changes introduced in the STPCD on 1st September 2017. The HR Group of the Education Regional Working (ERW) Consortium has updated the current Pay Policy to be offered to all schools across the region. The ERW Consortium consists of the following County Councils, Carmarthenshire, Ceredigion, Neath & Port Talbot, Pembrokeshire and Powys and City of Swansea.

Teaching associations have been fully consulted and has agreed the Model Unattached Teachers' Pay Policy 2017/18 both regionally and locally.

The ERW region developed a regional Model Unattached Teachers' Pay Policy. This policy encompasses the changes to teachers' pay arrangements as outlined in the STPCD 2017 and will assist in achieving a high level of consistency across the region.

Each Local Authority is going through their individual Council process for endorsement of the policy.

DETAILED REPORT ATTACHED: **NO**

Cyngor **Sir Gâr**
Carmarthenshire
County Council

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IMPLICATIONS

Policy, Crime & Disorder & Equalities	Legal	Finance	ICT	Risk Management Issues	Staffing Implications	Physical Assets
YES	**YES**	**NONE**	**NONE**	**YES**	**YES**	**NONE**

1. Policy, Crime & Disorder

The document called School Teachers Pay and Conditions (STPCD) is updated each year which can lead to amendments in the model pay policy offered to schools.

2. Legal

The Model Unattached Teachers' Pay Policy has been updated to reflect legislative changes introduced by the School Teachers Pay and Conditions Document 2017.

5. Risk Management Issues

The Authority is statutorily bound to have a pay policy in place.

6. Staffing Implications

The HR Team will provide advice and guidance on the application of the Model Unattached Teachers' Pay Policy 2017/18 as required.

CONSULTATIONS

I confirm that the appropriate consultations have taken place and the outcomes are as detailed below:

Signed: _____

ASSISTANT CHIEF EXECUTIVE (PEOPLE MANAGEMENT)

1. **Scrutiny Committee:** None
2. **Local Member(s):** None
3. **Community / Town Council:** None
4. **Relevant Partners:** None
5. **Staff Side Representatives and other Organisations**
   ERW HR / TU Forum - 2nd October 2017;
   HR / TU Policy Development Meeting - 26th October 2017

Section 100D Local Government Act, 1972 - Access to information
List of Background Papers used in the preparation of this report:

THERE ARE NONE

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