

Cyfarfod Y Bwrdd Gweithredol

24.02.20

Pwnc a Pwrpas:

Model Polisi Cyflogau Athrawon Digyswllt 2019/20

Yr Argymhellion / Penderfyniadau Allweddol sydd eu Hangen:

I gefnogi'r 'Model Polisi Cyflogau Athrawon Digyswllt 2019/20' cyn ei gyflwyno i Ysgolion i'w fabwysiadu gan eu Cyrff Llywodraethu.

Y Rhesymau:

Mae'r Model Polisi Cyflogau Athrawon wedi ei ddiweddarau i adlewyrchu dyfarndal cyflog mis Medi 2019, a gyflwynwyd gan Dogfen Cyflog ac Amodau Athrawon Ysgol (Cymru) 2019.

Angen i'r Bwrdd Gweithredol 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:

Paul R. Thomas

Gareth Morgan

Awdur yr Adroddiad:

Julie Stuart

Swyddi:

Prif Weithredwr Cynorthwyol (Rheoli Pobl)

Cyfarwyddwr Dros Dro Adran Addysg a Gwasanaethau'r Plant

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EXECUTIVE SUMMARY
EXECUTIVE BOARD MEETING
[24.02.20]

SUBJECT

Model Unattached Teachers' Pay Policy 2019/20

1. BRIEF SUMMARY OF PURPOSE OF REPORT

All schools are 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 (Wales) Document (STP&C(W)D) is updated each year which can lead to amendments in the model pay policy offered to schools.

This revised model Pay Policy has been updated to reflect September 2019 pay award as detailed in the School Teachers' Pay and Conditions (Wales) Document 2019. 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 on the Model Unattached Teachers' Pay Policy 2019/20, both regionally and locally.

The ERW region developed a regional Model Unattached Teachers' Pay Policy which it can distribute to schools for consideration and adoption by governing bodies. This policy encompasses the changes to teachers' pay arrangements as outlined in the STPC(W)D 2019 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

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

1. Policy, Crime & Disorder

The document called School Teachers' Pay and Conditions (Wales) Document (STPC(W)D) 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 (Wales) Document 2019.

3. Finance

Approximately 4% of teachers pay costs are met centrally rather than by delegated school budgets.

For 2019-20 financial year, Welsh Government provided grant funding to local authorities to meet the part year costs of the pay award above 1%. This provides additional funding to schools when compared with the budget set by County Council in February 2019. For 2020-21, the part year grant funding has been transferred into the settlement. The remainder is validated into departmental budgets, with funding provided from the improved settlement.

5. Risk Management Issues

The schools are statutorily bound to have a pay policy in place.

6. Staffing Implications

The HR Team will provide advice and guidance to schools on the application of the Model Unattached Teachers' Pay Policy 2019/20 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)

Preliminary Executive Board -

3. Community / Town Council

None

4. Relevant Partners

None

5. Staff Side Representatives and other Organisations

Education & Children's Services Employee Relations Forum - 12th December 2019
ERW HR / TU Forum – 29th November 2019

Section 100D Local Government Act, 1972 - Access to information

List of Background Papers used in the preparation of this report:

THERE ARE NONE

| Title of Document | File Ref No. | Locations that the papers are available for public inspection |
|---|--------------|---|
| Model Unattached Teachers' Pay Policy 2019/20 | | |