

# Cyfarfod Y Bwrdd Gweithredol

24.02.20

## Pwnc a Pwrpas:

Model Polisi Cyflogau Athrawon 2019/20

## Yr Argymhellion / Penderfyniadau Allweddol sydd eu Hangen:

I gefnogi'r 'Model Polisi Cyflogau Athrawon 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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### Rhifau ffôn:

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**EXECUTIVE SUMMARY  
EXECUTIVE BOARD MEETING  
24.02.20**

**SUBJECT**

Model 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 Teachers' Pay Policy 2019/20, both regionally and locally.

The ERW region developed a regional Model 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 and ERW advice to all schools is not to do anything further about introducing a new pay policy until the final model pay policy is released by the Director of Education & Children's Services. This will be done as soon as possible but is likely to be March 2020.

Detailed report attached: No

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

#### 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 Teachers' Pay Policy has been updated to reflect legislative changes introduced by the School Teachers' Pay and Conditions (Wales) Document 2019.

#### 3. Finance

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 schools delegated 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 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 - 12<sup>th</sup> December 2019  
ERW HR / TU Forum - 29<sup>th</sup> 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 Teachers' Pay Policy 2019/20 |              |   |