Cabinet 15.01.24

Y Pwnc a'r Pwrpas:

Polisi Cyflogau Athrawon Enghreifftiol 2023/24

Yr Argymhellion / Penderfyniadau allweddol sydd eu hangen:

Cymeradwyo Polisi Cyflogau Athrawon Enghreifftiol 2023/24 cyn iddo gael ei ddosbarthu i'r ysgolion er mwyn i'w Cyrff Llywodraethu ei fabwysiadu'n ffurfiol.

Y Rhesymau:

Er mwyn cydymffurfio â gofynion Dogfen Cyflog ac Amodau Athrawon Ysgol (Cymru) 2023, sy'n ei gwneud yn ofynnol i bob ysgol gael polisi tâl sy'n nodi sut y gwneir penderfyniadau cyflog.

Angen ymgynghori â'r Pwyllgor Craffu

NAC OES

OES

perthnasol

Gan gynnwys dyddiad y Pwyllgor (os yw'n hysbys ac unrhyw arsylwadau yma neu yn yr adran Ymgyngoriadau)

Angen i'r Cabinet wneud penderfyniad

NAC OES Angen i'r Cyngor wneud penderfyniad

YR AELOD O'R CABINET SY'N GYFRIFOL AM Y PORTFFOLIO:

Y Cynghorydd Philip Hughes Trefniadaeth a'r Gweithlu

Y Cynghorydd Glynog Davies Addysg a Phlant

Y Gyfarwyddiaeth: Y Prif Weithredwr / Rheoli Pobl; Addysg a Gwasanaethau Plant

Enw Pennaeth y Swydd: Ffôn:

Gwasanaeth: Cyfeiriadau e-bost:

Paul R. Thomas Prif Weithredwr Cynorthwyol (Rheoli 01267 246123

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Gwasanaethau Plant EDGMorgans@sirgar.gov.uk

Awdur yr Adroddiad:

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> Dynol JStuart@sirgar.gov.uk



CABINET 15TH JANUARY 2024

SUBJECT Model Teachers' Pay Policy 2023/24

1. BRIEF SUMMARY OF PURPOSE OF REPORT

The Model Teachers' Pay Policy has been updated to reflect September 2023 pay award as detailed in the School Teachers' Pay and Conditions (Wales) Document 2023.

Other changes include the removal of the additional Bank Holidays on Monday 19th September 2022 to mark the funeral of Her Majesty Queen Elizabeth; and Monday, 8th May 2023 to mark the coronation of His Majesty King Charles III; which means that Teachers must be available to work for 195 days / 1265 hours instead of the 193 days / 1258.5 hours in the previous year.

DETAILED REPORT ATTACHED?	YES
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IMPLICATIONS

I confirm that other than those implications which have been agreed with the appropriate Directors / Heads of Service and are referred to in detail below, there are no other implications associated with this report:

Signed: P R Thomas, Assistant Chief Executive – People Management

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

1. Policy, Crime & Disorder and Equalities

The Pay Policy will form part of the Schools policy framework.

2. Legal

The Model Teachers' Pay Policy has been updated to reflect legislative changes introduced by the School Teachers Pay and Conditions (Wales) Document 2023.

3. Finance

The pay award spans 2022/23 and 2023/24 financial years.

- For 2022/23, school budgets were set on the basis of a 4% increase. Welsh Government have provided grant funding which is expected to fully provide for the increased offer from 5% to 6.5% and for the 1.5% non-consolidated amount, thus leaving school budgets with a shortfall of 1% for the period September 2022-March 2023. Cabinet agreed to provide this funding to schools delegated budgets at its meeting of 27 March 2023.
- For 2023/24, the 1% shortfall above has been corrected in school delegated budget.

5. Risk Management Issues

The School Teachers Pay and Conditions Document places a statutory requirement for all School Governing Bodies to adopt a Pay Policy annually, which reflects changes to the document and outlines how pay decisions are made.



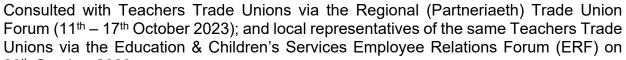
6. Staffing Implications

This policy applies to all School Teachers including those on the Leadership Scale.

The HR Team will provide advice and guidance to schools on the application of the Model Teachers' Pay Policy 2023/24 as required.

CONSULTATIONS

I confirm that the appropriate consultations have taken in place and the outcomes are as detailed below						
Signed: P.R. Thomas Management)	Assistant Chief Executive (People					
(Please specify the outcomes of consultations undertaken where they arise against the following headings)						
Scrutiny Committee request for determination	NO					
If yes include the following information: -						
Scrutiny Committee						
Date the report was considered:-						
Scrutiny Committee Outcome/Recommendations:-						
2.Local Member(s)						
None						
3.Community / Town Council						
Not Applicable						
4.Relevant Partners						
Not Applicable						
5.Staff Side Representatives and other Organisations						



26th October 2023.



CABINET MEMBER PORTFOLIO HOLDER(S) AWARE/CONSULTED

Include any observations here

YES

Section 100D Local Government Act, 1972 – Access to Information

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

THERE ARE NONE

