

CEREDIGION COUNTY COUNCIL

Report to: Council

Date of meeting: 26 January 2023

Title: Approval of Teacher Pay Policies 2022/23

Purpose of the report: To approve the model Teachers' Pay Policy and to commend to School Governing Bodies within Ceredigion for adoption.

To gain approval of the Model Unattached Teacher Pay Policy for centrally employed teachers

For: Approval

Cabinet Portfolio and Councillor Wyn Thomas, Cabinet Member for Cabinet Member: Schools, Lifelong Learning and Skills

The fourth School Teachers' Pay and Conditions (Wales) Document (STPC(W)D) was published on 14 November 2022 and confirms the teachers' pay arrangements in Wales for 2022/23. The statutory elements of the STPC(W)D 2022 that are required to be implemented are as follows:

- A 5% uplift has been applied to all statutory scale points and allowances.
- All pay lifts will be payable from 1 September 2022.

In addition to the provision for the pay award, the STPC(W)D 2022 revises the pro-rata principle to allow for a TLR1 or TLR2 (Teaching and Learning Responsibility payment) to be paid in full to a part-time teacher providing that the full duties of the allowance can be undertaken within the recipient's normal hours.

As a result of two extra bank holidays during 2022/2023, due to the Queen's State Funeral in September 2022 and the Coronation of King Charles III in May 2023, teachers must be available to work for 193 days (1252 hours of directed time) during the 2022/23 academic year.

The Model Pay Policy, which applies to school-based teachers, and the Model Unattached Teacher Pay Policy, which applies to centrally employed teachers, reflect these changes and adopt the requirements of the STPC(W)D 2022.

Both Pay Policies have been the subject of consultation with the teaching trade unions on a regional and local basis.

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| Wellbeing of Future Generations: | Has an Integrated Impact Assessment been completed? If, not, please state why Summary: Long term: | No, set by statutory guidance and legislation. |
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Collaboration:
Involvement:
Prevention:
Integration:

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| Recommendation(s): | To approve: 1. The Model School Pay Policy 2022/23 and to commend to Governing Bodies for adoption within schools in Ceredigion 2.The Model Unattached Teacher Pay Policy 2022/23 for centrally employed teachers |
| Reasons for decision: | To ensure compliance with the STPC(W)D 2022 and consistency across schools in Ceredigion. |
| Overview and Scrutiny: | Not considered |
| Policy Framework: | The School Teachers Pay & Conditions (Wales) Document requires all schools to approve a Pay Policy. The pay policy is an updated version for commending to Governing Bodies that complies with the STPC(W)D 2022 |
| Corporate Well-being Objectives: | <ul style="list-style-type: none">• Boosting the Economy, Supporting Businesses and Enabling Employment• Creating Caring and Healthy Communities• Providing the Best Start in Life and Enabling Learning at All Ages• Creating Sustainable, Green and Well-connected Communities |
| Finance and Procurement implications: | Delegated budget in schools |
| Legal Implications: | None |
| Staffing implications: | None |
| Property / asset implications: | None |
| Risk(s): | Risk of non-compliance with School Teachers Pay & Conditions (Wales) Document |
| Statutory Powers: | School Teachers Pay & Conditions (Wales) Document 2022 |

Background Papers:

Appendices: Model Teachers' Pay Policy 2022/23
Model Unattached Teachers' Pay Policy 2022/23

Corporate Lead Officer: Geraint Edwards, Corporate Lead Officer – People & Organisation

Reporting Officer: Geraint Edwards

Date: 04/01/2023