

## REPORT FOR SCHOOLS FORUM

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|----|------------------|--|
| 1. | Date of meeting: | 24 <sup>th</sup> June 2022   |
| 2. | Title:           | Briefing Note on the School Teachers Pay Uplift for 2022/23, and the current national position |
| 3. | Directorate:     | Assistant Chief Executive  |

### 1. PURPOSE OF REPORT

- 1.1 To inform members of the Schools Forum as to the 2022/23 Teachers pay Uplift and the current national position.

The report outlines the national picture and the timescales and next steps.

### 2. RECOMMENDATION(S)

- 2.1 That Schools Forum members note the information contained within this report.

### 3. REASON FOR RECOMMENDATION(S)

- 3.1 To ensure that Schools Forum members are kept informed of the Teachers pay position within Rotherham and nationally.

### 4. BACKGROUND INFORMATION & CONTEXT

#### 4.1 Context

The DfE has published its evidence to the School Teachers' Review Body (STRB), which makes recommendations on teacher pay. The STRB can make different recommendations to those proposed by the Government, but ministers are responsible for final sign-off, which normally occurs in September/October.

Whilst the following are only proposals at this stage until national consultation takes place, the following headlines are identified within the **potential** two year pay award for Teachers.

(Potential pay increases are outlined in **Appendix 1 & Appendix 2**)

#### ***Minimum pay to rise by over £4k for M1 Teachers by 2023/2024***

In its evident, the DfE said it was proposing an 8.9% increase to the statutory minimum (M1) pay point for qualified teachers in 2022/23, followed by a 7.1% increase in 2023/24. This would mean starting salaries would increase from £25,714, to £28,000 in 2022-23 and to £30,000 in 2023-24, a total rise of 16.7% over the two years.

There would also be increases in the other main scale points, though these become less generous the further you move up the scale (as per **Appendix 1 & Appendix 2**)

### ***Smaller pay increases for those on the leadership scale***

Unlike classroom teachers, staff paid on leadership scale will receive 3% uplift to their pay in 2023, and then 2% in 2024. Along with teachers on the upper pay scale, this is the smallest percentage pay increase in the proposal.

### ***No TLR increases***

Unlike those in the leadership scale, middle leaders do not have their own pay scale and are instead remunerated for their work using Teaching and Learning Responsibility (TLR) payments on top of their main or upper pay scale salary.

Although these teachers will receive an uplift in their salary, the report makes no mention of increasing TLR payments, which remain at the same level as 2020.

## **5. TIMESCALES AND NEXT STEPS**

### **5.1 Timescales**

The STRB will need to review the evidence that it has collected and publish its report, which is usually released in September, or as early as July on some rare occasions.

Once the STRB report is published, Government will need to consider the recommendations and draft the School Teachers' Pay & Conditions Document. This will then be subject to a period of national statutory consultation before a pay order is laid before parliament.

Once the School Teachers' Pay & Conditions Document is published and finalised, formal consultation with local Trade Unions will begin.

Based on previous years' experience and the progression made at national level regarding the Teachers Pay Award, the pay increases are usually applied by the Council in November/December pay dates. Salaries are backdated to 1<sup>st</sup> September following formal consultation and completion of the decision making process required in accordance with the Council's governance arrangements..

### **5.2 Next Steps**

Once the finalised School Teachers' Pay & Conditions Document is published, HR will provide further updates regarding the decisions made by Government, and any potential actions that need to be undertaken in relation to formal consultation with local trade unions. HR will provide a further update within the next Schools Forum.

## **6. NAME AND CONTACT DETAILS**

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## APPENDICES

### APPENDIX 1

#### 2022/23 pay award

Table 1: Proposed pay awards (2022/23), M1-U3, Rest of England<sup>42</sup>

|    | Existing Structure | 22/23 Structure | Change (£) | Change (%) |
|----|--------------------|-----------------|------------|------------|
| M1 | £25,714            | £28,000         | £2,286     | 8.9%       |
| M2 | £27,600            | £29,800         | £2,200     | 8.0%       |
| M3 | £29,664            | £31,750         | £2,086     | 7.0%       |
| M4 | £31,778            | £33,850         | £2,072     | 6.5%       |
| M5 | £34,100            | £35,989         | £1,889     | 5.5%       |
| M6 | £36,961            | £38,440         | £1,479     | 4.0%       |
| U1 | £38,690            | £39,851         | £1,161     | 3.0%       |
| U2 | £40,124            | £41,328         | £1,204     | 3.0%       |
| U3 | £41,604            | £42,852         | £1,248     | 3.0%       |

### APPENDIX 2

#### 2023/24 pay award

Table 1: Proposed pay awards (2023/24), M1-U3, Rest of England

|    | 22/23 Structure | 23/24 Structure | Change (£) | Change (%) <sup>44</sup> |
|----|-----------------|-----------------|------------|--------------------------|
| M1 | £28,000         | £30,000         | £2,000     | 7.1%                     |
| M2 | £29,800         | £31,650         | £1,850     | 6.2%                     |
| M3 | £31,750         | £33,391         | £1,641     | 5.2%                     |
| M4 | £33,850         | £35,227         | £1,377     | 4.1%                     |
| M5 | £35,989         | £37,165         | £1,176     | 3.3%                     |
| M6 | £38,440         | £39,209         | £769       | 2.0%                     |
| U1 | £39,851         | £40,648         | £797       | 2.0%                     |
| U2 | £41,328         | £42,154         | £827       | 2.0%                     |
| U3 | £42,852         | £43,709         | £857       | 2.0%                     |