

# Report

Report to:	<b>Finance and Corporate Resources Committee</b>
Date of Meeting:	<b>7 February 2018</b>
Report by:	<b>Executive Director (Finance and Corporate Resources)</b>

Subject:	<b>Teachers' Pay Award Implementation 2017/2018</b>
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## 1. Purpose of Report

1.1. The purpose of the report is to:-

- ◆ advise on action taken, in terms of Standing Order No 36(c) because of the timescales involved, by the Executive Director (Finance and Corporate Resources), in consultation with the Chair and an ex officio member, to implement the pay award for teachers and associated professionals covered by the Scottish Negotiating Committee (SNCT) for Teachers for the period 1 April 2017 to 31 March 2018
- ◆ advise on proposals agreed by the SNCT in relation to conditions of service for teachers

## 2. Recommendation(s)

2.1. The Committee is asked to approve the following recommendation(s):-

- (1) that the action taken, in terms of Standing Order No 36 (c), by the Executive Director (Finance and Corporate Resources), in consultation with the Chair and an ex officio member, to implement the national pay award for teachers covering the period 1 April 2017 to 31 March 2018, be noted; and
- (2) that the proposal agreed by the Scottish Negotiating Committee for Teachers in relation to conditions of service for teachers be noted.

## 3. Background

- 3.1. Notification has been received from COSLA regarding the implementation of a pay award for teachers and associated professionals covered by the Scottish Negotiating Committee for Teachers for the period 1 April 2017 to 31 March 2018. The award amounts to a 1% increase on all teacher grades for the period 1 April 2017 to 31 December 2017 and a further uplift of 1% to be added from 1 January 2018.
- 3.2. The SNCT have also agreed a number of points in relation to the conditions of service for teachers and associated professionals, as detailed below:-
- ◆ for supply teachers - short term supply is restored to the individual's appropriate point regardless of the duration of the cover. Supply teachers will be paid for actual class contact time plus 10% for preparation and correction time
  - ◆ all parties of the SNCT will commit to work collaboratively to undertake a strategic review of pay and reward, to report by April 2018. The review will recognise the role teachers play in the education of young people and children and will take account of changes within Scottish Education

#### **4. Current Position**

- 4.1. Action was taken, in terms of Standing Order No 36(c), by the Executive Director (Finance and Corporate Resources), in consultation with the Chair and an ex officio member, to implement the 1% pay award for the period 1 April to 31 December 2017 and the further 1% uplift from 1 January 2018 in order that it could be processed by Finance Services to allow it to be applied in the 26 January 2018 pay run.

#### **5. Employee Implications**

- 5.1. The agreement only covers teachers and associated professionals as the pay award for local government employees has already been implemented.

#### **6. Financial Implications**

- 6.1. The salary agreement represents an increase of 1% from 1 January to 31 December 2017 and a further uplift of 1% from 1 January 2018 onwards. Funding is available from the 2017/2018 budget to meet this increase for 2017/2018. Full year costs into 2018/2019 will be managed as part of the financial strategy for that year.

#### **7. Other Implications**

- 7.1. The risk to the Council is that failure to implement the teachers' pay award would mean that the Council would be acting outwith the nationally agreed position.
- 7.2. There are no implications for sustainability in terms of the information contained within this report.

#### **8. Equality Impact Assessment and Consultation Arrangements**

- 8.1. This report does not introduce a new policy, function or strategy or recommend a change to an existing policy, function or strategy and, therefore, no impact assessment is required.
- 8.2. All necessary consultations with the Trades Unions have taken place.

**Paul Manning**

**Executive Director (Finance and Corporate Resources)**

25 January 2018

#### **Link(s) to Council Values/Ambitions/Objectives**

- ◆ Excellent employer
- ◆ Accountable, effective, efficient and transparent
- ◆ Focused on people and their needs

#### **Previous References**

- ◆ None

#### **List of Background Papers**

- ◆ None

#### **Contact for Further Information**

If you would like to inspect the background papers or want further information, please contact:-

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