



strictly education
You educate, we support

HR Briefing Spring Term 2023

Welcome to today's session
We will be starting soon

Spring 2023

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Presenter

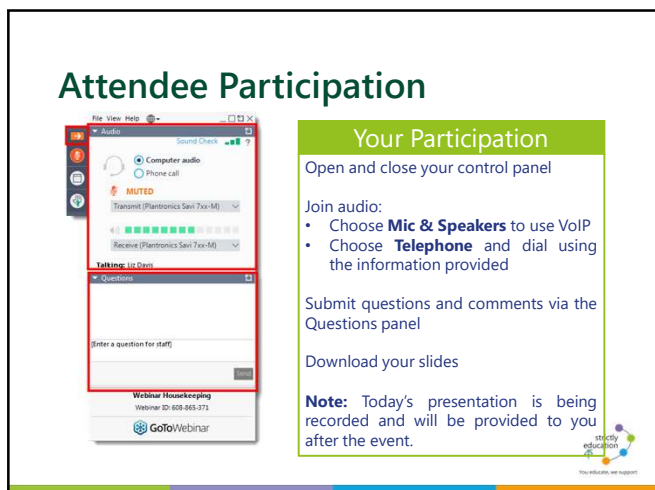


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Attendee Participation



Your Participation

Open and close your control panel

Join audio:

- Choose **Mic & Speakers** to use VoIP
- Choose **Telephone** and dial using the information provided

Submit questions and comments via the Questions panel

Download your slides

Note: Today's presentation is being recorded and will be provided to you after the event.

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Topics



- 1 Pay Updates
- 2 Employment Law Updates
- 3 Education Policy Developments
- 4 Updated Resources and Training



The slide features a white background with a green header area. The 'Topics' section is a list of four items, each preceded by a green circle containing a white number. The 'strictly education' logo is in the bottom right corner.

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Pay Updates



The slide has a green header with the text 'Pay Updates'. Below the header is a photograph of a white calculator on a desk. The 'strictly education' logo is in the bottom right corner.



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NJC Pay Award 22/23

Finalised 1 November 2022


- **From 1 April 2022**, an increase of £1,925 on all NJC pay points 1 and above
- **From 1 April 2022**, an increase of 4.04 per cent on all allowances (as listed in the 2021 NJC pay agreement circular dated 28 February 2022)
- **From 1 April 2023**, an increase of one day to all employees' annual leave entitlement
- **From 1 April 2023**, the deletion of pay point 1 from the NJC pay spine

<https://www.strictlyeducation4s-hr.co.uk/hr-resources/pay-and-conditions-of-service/support-staff-pay-and-allowances/support-staff-pay-guidance-and-information>



The slide features a photograph of a teacher with short brown hair leaning over a desk to assist a young student. The text is on the right side of the slide. The 'strictly education' logo is in the bottom right corner.

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GLPC Pay Award 22/23


Finalised 1 November 2022

- Effective 1 April 2022
- An increase of £2,229 on all Outer London pay points and an increase of £2,355 on all Inner London pay points
- Allowances to be increased by 4.04%

<https://www.strictlyeducation4s-hr.co.uk/hr-resources/pay-and-conditions-of-service/support-staff-pay-and-allowances/support-staff-pay-guidance-and-information>




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NJC Pay Claim 23/24

- An increase of RPI + 2% on all spinal column points
- Consideration of a flat rate increase to hourly rates of pay to bring the minimum rate up to £15 per hour within two years
- A review and improvement of NJC terms for family leave and pay
- A review of job evaluation outcomes for school staff whose day to day work includes working on Special Educational Needs (SEN)
- An additional day of annual leave for personal or well-being purposes
- A homeworking allowance for staff for whom it is a requirement to work from home
- A reduction in the working week by two hours
- A review of the pay spine, including looking at the top end, and discussions about the link between how remuneration can be used to improve retention





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School Teachers' Pay (STPCD) 2022

STRB recommendations accepted in full July 2022
Final STPCD published 13 October 2022
Pay deal effective 1 September 2022

- Pay award of a 5% increase on all pay and allowance ranges and advisory points
- Higher increases to some parts of the Main Pay Range (of between 5.5% and 8.9%) as a step towards achieving a minimum starting salary of £30,000 by September 2023
- This represents an increase on the DfE original proposal of an increase of 3% to teachers on the UPR and Leadership pay ranges
- FTE workdays reduced from 195 to 194 (as in 2021/22) – expectation these will be amended further to 193 to take account of the additional BH in May 2023


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Teachers Industrial Action

- NEU announced teachers' strike over in England and Wales on seven dates in February and March
- any individual school will only be affected on a maximum of four out of the seven dates
- Useful website resources include:
 - ✓ detailed guidance both on the legal and practical implications of industrial action
 - ✓ FAQs
 - ✓ template letters confirming the deduction of pay following the strike action & for staff taking unlawful/unofficial action
 - ✓ Industrial Action Checklist

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1128077/Handling_strike_action_in_schools.pdf

<https://www.strictlyeducation4schools.co.uk/hr.co.uk/hr-resources/employee-relations-and-grievances/industrial-action>



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Minimum Service Levels


- Aim to 'maintain a basic function and deliver minimum safety levels during industrial action'
- No indication yet that these are planned in education
- If extended it would apply retrospectively and cover any future action under the current pay dispute




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Extra Bank Holidays

- Are all employees automatically entitled to the extra bank holiday?
- A matter for the contract of employment
- '33 days annual leave including 8 bank holidays' **No entitlement**
- '28 days annual leave plus bank holidays' **Entitled to pay and leave**
- Terms of Collective Agreements incorporated into contract e.g NJC Green / Burgundy Book




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Extra Bank Holiday in May 2023 - STPCD

- Additional Coronation Bank Holiday Monday 8th May,
- FTE workdays reduced from 194 to 193 days;
- FTE directed time hours reduced from 1258.5 hours to 1252 hours
- Pro-rata principle applied for part-time teachers
- Updated Part-time Teachers directed time planner now available

<https://www.strictlyeducation4s-hr.co.uk/hr-resources/working-time-absence-and-time-off/working-time/working-time-templates-and-tools/>



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Extra Bank Holiday in May 2023 – NJC Green Book

- DfE has confirmed the further reduction in the school days from 189 to 188 days
- TTO employees are entitled to pay or an additional period of paid leave during term-time in respect of any extra bank holiday
- Part-time staff are entitled to a pro-rata entitlement
- Due to different remuneration arrangements and annual leave years in different settings there is no one-size-fits-all approach
- Guidance information and model calculations are available on our website.

<https://www.strictlyeducation4s-hr.co.uk/strictlyedu4shr/resources/Working-Time-Absence-Time-Off/Example-Calculation-NJC-TTO-PT-staff-Additional-Bank-Holiday-DEC-22.njc>



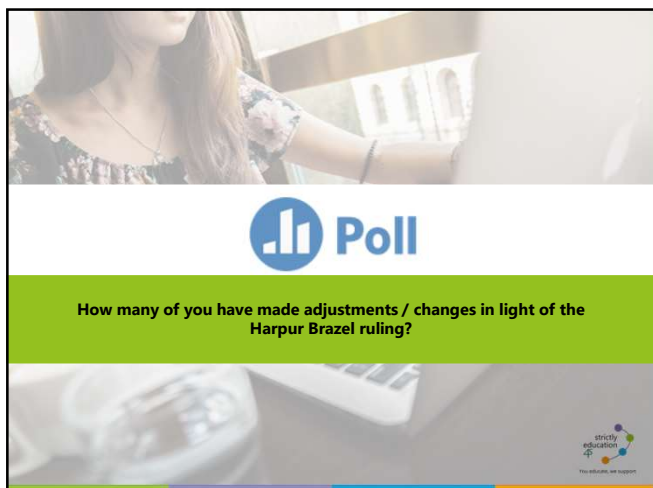
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Employment Law Updates




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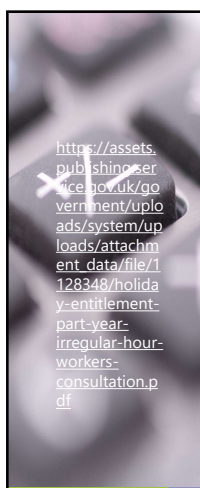


Poll

How many of you have made adjustments / changes in light of the Harpur Brazel ruling?




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https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1128348/holiday-entitlement-part-year-irregular-hour-workers-consultation.pdf

Supreme Court Judgement: Harpur Trust vs Brazel

- Consultation launched to address disparities & anomalies
- Community/ VC maintained schools & PRUs should have regard to any direction provided by the local authority
- Dependant on level of liabilities a 'wait and see' approach may be appropriate
- Until the law is changed liabilities will continue to be incurred
- Consultation closes on 9 March 2023



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The Employment Relations (Flexible Working) Bill

- Make the right to request flexible working a **Day One Right**
- Simplify the process to apply for a flexible working arrangement
- Allow two flexible working applications during any 12-month period
- Require an employer to consult with the employee about their flexible working application before refusing it
- Shorten the period of time an employer has to notify the employee of its decision about their flexible working application




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Retained EU Law (Revocation and Reform) Bill 2022/23


- All retained EU law is repealed at end of 2023 unless new legislation is introduced to keep it
- Scope not entirely clear – but will cover TUPE, working time and holidays, agency workers, parental leave, fixed-term employees and part-time workers
- The 'sunset' date of December 2023 looks unrealistic



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Proposed Statutory Rates: April 2023

Area	Current Statutory Rate	Rates for 2023/2024	Effective From
Maternity Pay, Paternity Pay, Adoption Pay, Shared Parental Pay	£156.66 to	£172.48	2 nd April 2023
Statutory Sick Pay	£99.35 to	£109.40	6 th April 2023
Statutory Redundancy Pay	£571	TBC	6 th April 2023
Lower earnings limit for eligibility for statutory payments	£123.00	£123	6 th April 2023



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Other snippets

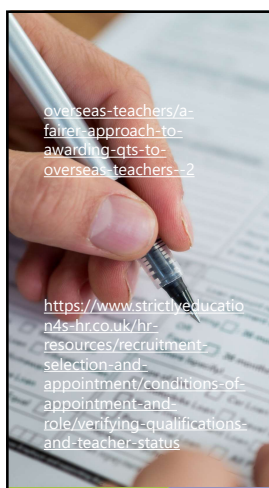
- Gender Pay Gap Reporting 30th March/ 4 April 2023
<https://www.strictlyeducation4s-hr.co.uk/hr-resources/equality-law>
- Public Sector Apprenticeship Targets
[Public sector apprenticeship target - GOV.UK \(www.gov.uk\)](https://www.gov.uk)



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[overseas-teachers/a-fairer-approach-to-awarding-qts-to-overseas-teachers--2](#)

<https://www.strictlyeducation4s-hr.co.uk/hr-resources/recruitment-selection-and-appointment/conditions-of-appointment-and-role/verifying-qualifications-and-teacher-status>

Awarding QTS to overseas teachers

- From 1 February 2023, the number of countries where teachers are automatically entitled to apply for QTS has been expanded to include Hong Kong & Ukraine
- Teachers from 7 other new countries can use the 'Apply for QTS' service subject to qualifications & specialisms
- This change is part of the launch of a new service – 'Apply for QTS in England'
- Teachers from eligible countries will have to meet consistent criteria for the award of QTS
- Over time, this route will be opened to qualified teachers from every country outside the UK

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<https://www.strictlyeducation4s-hr.co.uk/hr-resources/working-time-absence-and-time-off/sickness-absence>

<https://www.strictlyeducation4s-hr.co.uk/hr-resources/employee-relations-and-grievances/industrial-action>

<https://www.strictlyeducation4s-hr.co.uk/online-profile-checks>

<https://www.strictlyeducation4s-hr.co.uk/partner-services/education-recruitment>

Updated Resources & new Services available

- Absence
- Apprenticeships Reporting
- Industrial action
- KCSiE Online searches – we can help you!
- Eteach – new resources available and webinar coming soon

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Upcoming Training

Foundations of HR in Education	7 th , 9 th , 14 th and 16 th March (modular)
Equality, Diversity & Inclusion in the Workplace	21 st March
Single Central Record	28 th March

strictlyeducation4s-hr.co.uk/our-services/hr-training/online-training



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'How To' webinar series available on website

- How to plan ahead for restructure and redundancy
- How to overcome the challenges of long-term absence
- How to effectively manage short-term sickness absence
- How to get the best out of newly recruited staff
- How to effectively manage capability in schools



<https://www.strictlyeducation4s-hr.co.uk/our-services/hr-training/webinars>

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HR Website Reminder

- Access to HR website available to all customers of advisory and comprehensive HR SLAs
- If you want to receive email updates (bulletins, webinar invites etc..) you need to **register** and **opt in** to notifications



www.strictlyeducation4s-hr.co.uk



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Thank you

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