

**Personnel Committee – 11 October 2016**

**Unattached Teachers' Pay Policy**

**1. Summary of report**

The purpose of this report is to seek approval for the introduction of a new Unattached Teachers' Pay Policy (appendix A).

**2. Recommendations**

Personnel Committee is recommended to:-

- Agree the attached Unattached Teachers' Pay Policy with effect from 1<sup>st</sup> September 2016.

**3. Background**

At present there is no pay policy in place that governs Unattached Teachers who work as part of the corporate centre. Unattached Teachers are not attached to a particular school for which the governing body or relevant management committee makes pay decisions in line with the Schools Model Pay Policy.

Unattached Teachers are therefore not covered by the Schools Model Pay Policy nor are they covered by the Council's corporate Pay Policy. As such an Unattached Teachers Pay Policy specifically for this group of employees has been developed.

The Unattached Teachers Pay Policy sets out Council policy on pay and conditions for all Unattached Teachers, assisting the Council to attract and retain skilled employees. The policy incorporates the requirements of the School Teachers Pay and Conditions Document and reflects the Schools Model Pay Policy to ensure a fair and consistent approach. The policy also reflects the current pay structure and practice within the Council.

**4. Resource and Legal Considerations**

This procedure has been reviewed by legal services and there are no legal comments to note. However as this is a new policy the recommendation is to review the policy next year.

The procedure has been reviewed by Finance and comments received on the unqualified teachers allowance and the recruitment and retention allowance around ensuring consistency.

These comments have been considered and the wording for these allowances strengthened to ensure that a justifiable, fair and constant approach is taken. The policy meets the requirements of the School Teachers Terms and Conditions Document and the Schools Model Pay Policy.

## **5. Citizen Impact**

There is no direct impact on our citizens as a result of this procedure. The procedure is however, part of the employment framework that helps to ensure that residents of Walsall get the best possible services from council employees.

## **6. Performance and Risk Management issues**

There are no identifiable risks associated with this implementation, indeed this procedure attempts to ensure that the Council remains compliant with the law.

## **7. Equality Implications**

An Equality Impact Assessment is attached (Appendix 2).

## **8. Consultation**

The procedure has been consulted upon with senior managers across the Council and recognised Trade Unions between 02 September 2016 – 23 September 2016.

A collective Trade Union meeting was held on 6 September to discuss any issues or questions raised by the Trade unions and a subsequent written response to all points raised has been provided to the Trade Unions.

CMT reviewed the procedure on 29 September 2016 for subsequent Personnel Committee approval.

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