

To: All Headteachers/Heads of School

Date: 1 September 2020

Ref: CMM/STPCD

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Dear Colleague

School Teachers' Pay Update 2020

The Government published the School Teachers Review Body's (STRB) 30th report on the teachers pay award for 2020 on Tuesday 21 July 2020.

The Government has accepted the STRB's recommendation in full, which included:

- Minimum of the Mainscale Pay Range (MPR) is increased by 5.5 per cent.
- Maximum of the MPR and the minima and maxima of all other pay and allowance ranges for teachers and school leaders are uplifted by 2.75 per cent.
- Advisory pay points are reintroduced on the MPR and UPR from September 2020.

The introduction of advisory points within the MPR is a welcome change as it will help reintroduce a greater degree of consistency across schools. However, the published advisory points are different to the two pay scales currently used across the majority of our schools, which means there will need to be an agreed process to assimilate teachers to the new points if you decide to move in this direction.

I have set out the current points and the advisory pay points below for your information:

Mainscale 1 (New Teac)

| Point | Current salary | Becomes | New salary | STRB recommendation | Actual increase |
|-------|----------------|---------|------------|---------------------|-----------------|
| 1 | 24373 | M1 | 25714 | 5.50% | 5.50% |
| 1A | 25336 | M2 | 27600 | 4.95% | 8.94% |
| 2 | 26298 | M2 | 27600 | 4.95% | 4.95% |
| 2A | 27357 | M3 | 29664 | 4.40% | 8.43% |
| 3 | 28413 | M3 | 29664 | 4.40% | 4.40% |
| 3A | 29506 | M4 | 31778 | 3.85% | 7.70% |
| 4 | 30599 | M4 | 31778 | 3.85% | 3.85% |
| 4A | 31805 | M5 | 34100 | 3.30% | 7.22% |
| 5 | 33010 | M5 | 34100 | 3.30% | 3.30% |
| 5A | 34315 | M6 | 36961 | 2.75% | 7.71% |
| 6 | 35619 | M6 | 36961 | 2.75% | 3.77% |
| 6A | 35971 | M6 | 36961 | 2.75% | 2.75% |

Mainscale 2 (NewTea2)

| Point | Current salary | Becomes | New salary | STRB recommendation | Actual increase |
|-------|----------------|---------|------------|---------------------|-----------------|
| 1 | 24373 | M1 | 25714 | 5.50% | 5.50% |
| 1A | 25087 | M2 | 27600 | 4.95% | 10.02% |
| 2 | 26041 | M2 | 27600 | 4.95% | 5.99% |
| 2A | 27088 | M3 | 29664 | 4.40% | 9.51% |
| 3 | 28133 | M3 | 29664 | 4.40% | 5.44% |
| 3A | 29216 | M4 | 31778 | 3.85% | 8.77% |
| 4 | 30299 | M4 | 31778 | 3.85% | 4.88% |
| 4A | 31493 | M5 | 34100 | 3.30% | 8.28% |
| 5 | 32686 | M5 | 34100 | 3.30% | 4.33% |
| 5A | 33979 | M6 | 36961 | 2.75% | 8.78% |
| 6 | 35269 | M6 | 36961 | 2.75% | 4.80% |
| 6A | 35619 | M6 | 36961 | 2.75% | 3.77% |
| 7 | 35971 | M6 | 36961 | 2.75% | 2.75% |

The above calculations assume an assimilation process that ensures no teacher experiences a reduction in salary upon assimilation. The calculations assume that any teacher on a half point will assimilate to the next full point above within the new advisory points. However, as the points remain advisory only there is still the discretion to include and apply half points within your school range.

As a result of the above it would appear that schools have the following options available to them:

- Continue with existing pay points, applying the relevant STRB recommended percentage increases to points within the range
- Continue with existing pay points, applying a locally agreed percentage increase to pay points within the range other than the bottom and top (these points will continue to need to be aligned to the minimum and the maximum of the salary range within the School Teachers Pay & Conditions Document)
- Assimilate all teachers to the new advisory points as set out in the tables above, including the assimilation of any teachers currently on half pay points
- Assimilate all teachers to the new advisory points, excluding teachers on half pay points, who will receive a percentage increase in pay in line with the STRB recommended uplifts.

I appreciate that the STPCD has not been approved or published as yet. However, if you can confirm which of the above options your school intends to adopt by Friday 16th October 2020, that would help us to ensure systems are configured accurately in time for the relevant payroll deadline. Confirmation of your decision should be sent to schoolshrsupport@dorsetcc.gov.uk

As always, the STPCD will need to be laid before parliament before it is introduced. Before doing so the DfE is consulting over the proposals, with the period of consultation due to come to an end on 14 September 2020. We are therefore not expecting the STPCD to be agreed until the middle of October at the earliest. We will commence the process of updating pay records for teachers as soon as the STPCD has been published, with **increases in pay made in November salary payments**, including any arrears of pay from 1 September 2020.

As soon as the STPCD is published we will redraft the Model Pay Policy for 2020. You are reminded of the need to consult with staff and trade unions about this policy when the final version of the STPCD 2020 has been published. As soon as I have finalised the model pay policy I intend to present this to the county representatives of the teaching unions. I will inform you of any feedback as soon as this has been received.

Please do not hesitate to contact me should you have any queries regarding any of the above.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Chris Matthews', written in a cursive style.

Chris Matthews
Service Manager – HR Operations & Advisory Service
HR&OD Service