

### Teachers Pay

In line with the recommendations in the 33<sup>rd</sup> School Teachers Review Body Report from 1 September 2023 an Increase will be applied to Teachers' pay as follows:

- 6.5% at all grades will be applied to all pay and allowance ranges.
- A higher uplift for M1 of 7.1% for England and 6.8% for the fringe area.
- Starting salaries will rise to £30,000. There are slightly higher pay increases for starting salaries outside London, so that new teachers receive £30,000 or above from September 2023 to deliver on the Government's manifesto commitment.

For PACT HR customers who purchase Bradford Council's Payroll Services, the Teachers' Pay Award will be paid in **November 2023 salaries** and backdated to 1 September 2023, with allowances being back paid in December 2023.

### NJC Staff Pay

Consultation on the NJC pay award has officially closed. The letter from the Trade Union joint secretaries was received on 1 November 2023 it stated: "Agreement has been reached on rates of pay applicable from 1 April 2023 (covering the period 1 April 2023 to 31 March 2024)".

The NJC agreement was with effect from 1 April 2023 as follows:

- £1,925 (pro rata for part-time employees) to be paid as a consolidated, permanent addition on all NJC pay points 2 to 43 inclusive
- 3.88% on all pay points 43 and above (but graded below Deputy Chief Officer, in accordance with Green Book Part 2 Para 5.4)
- The pay increase applies to all school staff employed on the 'Green Book' terms and conditions.

For PACT HR customers who have an SLA with Bradford Council's Payroll Services, the NJC Staff Pay Award will be paid in **December 2023 salaries** and backdated to 1 April 2023, with allowance uplifts being paid in January 2024.

### PACT HR Policy and Pay Scales

For PACT HR SLA customers, an updated Pay Policy will be available to access shortly on the PACT HR website and updated pay scales will be available to view on the School Support (Contracts and Administration) Portal together with advice to employees regarding any impact to working tax credit payments.