

Introduction

Please find below updates regarding the 2024/25 pay awards for both teaching and support staff and useful information regarding the proposed changes to Teachers Performance Related Pay.

Teachers Pay: 2024/25 Percentage Uplifts

The Government has accepted the School Teachers Review Body (STRB) 34th report and recommendations for Teachers and Leaders to receive a 5.5% pay rise on all pay points and allowances. Whilst the recommendations have been accepted a consultation and praying period need to take place before any uplifts can be applied as follows:

- The online survey for local authorities to respond on the STRB's 34th report and the draft STPCD 2024 was 13 September 2024 at 4pm.
- The Government's deadline for Statutory Consultee's including NEOST in response to the proposed pay award and draft STPCD 2024 is 12pm on 7 October 2024.
- Following the consultation, the revised STPCD and Pay Order will be laid in Parliament on 18 October 2024 for a praying period.
- 21 calendar days after the pay order is laid (assuming no parliamentary amendments are received during the praying period), the praying period will cease around 8 November 2024.
- The Pay Order will become law around 9 November 2024.
- All pay percentages uplifts will be backdated to 1 September 2024.

Implementing the School Teachers 2024/25 Percentage Pay Award

Should the pay award be confirmed, Bradford Council Payroll Services will process the percentage pay award in December 2024 salaries with allowances being paid in January 2025 back dated to 1 September 2024.

For PACT HR clients who do not purchase Bradford Council Payroll Services, please contact your payroll provider for confirmation of when the award will be paid.

Teachers Pay: 2024/25 Spinal Point Incremental Pay Award

In addition to the teacher percentage pay award, the government is proposing to remove teacher performance related pay in the September 2024 STPCD. The timeframe for implementation is around 9 November 2024.

Implementing the School Teachers 2024/25 Spinal Point Incremental Pay Award

For all Schools, Academies and Trusts who follow the STPCD, pay decisions for the 2023/24 academic year which will be taken in September/October 2024, will continue to be based on the requirements for performance related progression as set out in the September 2023 STPCD, as per page 6 of the DfE July 2024 guidance document.

Please submit this year's teacher spinal point incremental uplifts as per your normal payroll processes.

Local Government Pay: 2024/25 Pay Award

The National Employers full and final offer is a pay increase of £1,290 (pro rata for part-time employees) for NJC pay points 2 – 43, equivalent to 5.77% increase to those on lowest pay point and 2.5% to those on the highest.

2.5% is offered on all points above the maximum of the pay spine (graded below deputy chief officers) in addition to all allowances.

Members of two of the three local government unions have rejected the National Employers offer:

- UNISON ballot is open between 4 September and 16 October
- UNITE ballot is open between 30 August and 15 October

If there is a vote to strike, industrial action is expected to take place over the winter months.

Timing of the pay award will be dependent on the outcome of the balloting.

Further information

PACT HR's updated Pay Policy and Appraisal Policy will be available for PACT HR Advisory SLA clients after 9 November 2024. Updated Pay scales will be circulated after 9 November 2024 for PACT HR Contracts and Administration Clients and Bradford Council's Payroll Services Customers.