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14 September 2015

Dear Headteacher / Principal and Chair of Governors

NYCC MODEL PAY POLICY TEMPLATE 2015/16

Following consultation with Professional Associations on 11 September 2015, we are pleased to inform you that the 2015 NYCC Schools' Model Pay Policy template is now available on the CYPS info site [Model pay policy 2015/16](#)

Due to the NUT and NASUWT continuing national dispute with the DfE over the changes to the 2013 School Teachers' Pay and Conditions Document, as with the previous two years, it has not been possible to reach agreement at County level, but due consultation has taken place with all our recognised professional associations. The specific changes this year relating to the pay award have been supported by the professional associations.

The policy continues to be the NYCC recommended template for individual schools to use in association with the discretionary decisions required of individual Governing Bodies. Where changes of substance are proposed to individual school pay policies, schools are strongly advised to consult with staff and professional associations over a minimum two-week period.

The main changes to the pay policy this year are:

- An uplift of 1% to pay points within the MPS range (except M6), UPS range, Leading Practitioner range, Unqualified teacher range and allowances in the national framework

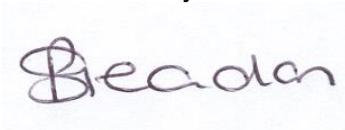
- An uplift of 2 % to the maxima of the MPS range (M6)
- An uplift of 1% to all pay points on the leadership pay range excluding the maxima of each of the Headteacher group ranges where there will be no uplift

The guidance document we have issued references the changes incorporated into the 2015 Policy and there is further guidance included in the right hand column against each section of the Policy itself. In response to requests from schools we have also issued a summary of changes document which highlights the changes made to this year's policy. Governing Bodies are recommended to adopt the new policy (incorporating their individual school based decisions) as soon as possible.

The pay award increases will be applied in the September pay run. However, as there is a statutory requirement not to uplift the maxima of the Headteacher groups, affecting any Headteachers currently at the top of one of the 8 group ranges (i.e points L18, L21, L24, L27, L31, L35, L39, and L43), we will need to seek confirmation of school groups and Headteacher pay ranges from some schools as we have not previously needed to record this information in the payroll system. This will delay the application of the pay award for some Headteachers but where it is applicable, it will then be backdated appropriately.

If you have any queries regarding the documents or the process to be followed please contact your nominated HR Adviser.

Yours faithfully

A handwritten signature in purple ink that reads "Penny Yeadon". The signature is written in a cursive style with a large initial 'P'.

Penny Yeadon
Head of HR - CYPS