

Bucks Pay-Schools Annual Pay Review Consultation for pay year 2018/19

Schools Forum 28th November 2017

1. Role of the Schools Forum

The Senior Appointments and Bucks Pay Award Committee (SABPAC) are required each year to make a decision on the pay award to apply to Bucks Pay (Schools). However, because the budget for pay awards is held by individual schools, they seek input and advice from Schools management via the Schools Forum (SF). SABPAC will make a provisional decision on December 7th which will then go out for formal consultation via the schools bulletin.

2. Background to the Pay Review April 2018- March 2019

In February 2016 the decision was made, in consultation with schools management, to maintain Range 1A as a single point which increases in line with the NLW and to delete the lower points of Range 1B as these are overtaken by the NLW.

Range 1A is currently £7.50 per hour in line with the NLW 2017/18.

3. Update on National Living Wage

The new rate for the NLW from April 2018 is £7.83.

4. Pay considerations

Bucks Schools Forum have indicated at a meeting in September that they support a 1% pay increase across all ISN points for Bucks Pay (Schools) staff in 2018/19.

The Bucks Pay (Schools) Range 1A hourly rate is currently £7.50 per hour and this will need to be increased by 4.4% to £7.83 per hour to be in line with the NLW. Options for Range 1B ISN 6 which can be retained are shown in the table below.

		Options
Range 1A NLW- April 2018	£7.83 per hour	
Current Range 1B ISN6	£7.82	Increase by 1% £7.90
Current Range 1B ISN 7	£8.17	Increase by 1.5% £7.94
Current Range 1B ISN 8	£8.52	Increase by 2% £7.97



Members will be strongly guided by the views of the Schools Forum when making a decision; therefore the Schools Forum is asked to share their view on the increase to be applied:

1. A view concerning a percentage increase to R1B ISN6 in relation the NLW increase to £7.83;
2. A view on a percentage increase to all other ranges R1B ISN 7 – Range 12.

There will be a further opportunity for Schools management to share their views during December and January when a consultation with school employees on a proposal for April 2018, will be published via the Schools Bulletin. SABPAC welcome any further feedback over this period and will take it fully into consideration when they make a decision on Bucks Pay (Schools) in February 2018.

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