**Regional Education HR Group - 19th September 2017**

In attendance:

Paul Stewart, Gail Jones – North Tyneside

Sandra Eldred, Chris Barker - Kier Middlesbrough

Melanie Walkington – Redcar & Cleveland

Emma Manfren, Sandra Hewson – Gateshead

Diane Henderson – TFC Sunderland

Bridget Halpen, Wendy Stewart – Northumberland

Anne Calvert – Newcastle

Nicola Reid, Barry Morris – BT South Tyneside

Barry Piercy – Durham

Simon Pannell – LGA

Apologies:

As per circulated list & Christina Ponting

Notes:

Round the table on updates regarding STPCD

Discussion centred on options relating to the main pay range (MPR) and options recommended to schools in relation to application of a 2% increase on the min/max of the MPR.

* *NTC* – Issued 2 model pay policies to schools today, impact on MPR as follows:
	+ Model A 2% across the board for MPR, 1% everything else (supported by the Trade Unions)
	+ Model B 2% pay increase for the minimum and maximum (M1 & M6) of MPR and a 1% increase only remaining reference points (M2-M5) which the Unions has not endorsed.
* *Middlesbrough* – recommended 2% across the board
* *Redcar & Cleveland* – Same as Model B but schools had set budget on being 1% Unions not on board.
* *Gateshead* – same as model A 2% and Unions has agreed.
* *Sunderland* – Issued Model A and B as well as a Model C allowing further flexibility within range.
* *Northumberland* – no recommendations to schools allowing them to determine their own model and left if up to Governing Bodies to decide.
* *Hartlepool* – 2%
* *South Tyneside* – 2%

Simon Pannell mentioned that across the country Academy Chains were in general issuing 2% for the MPR. However, in Wales the LGA had proposed 1% consistently across all schools for all pay ranges and allowances. He also mentioned that if schools were basing their model on the need for recruitment and retention then a 2% increase may be appropriate but if schools were in deficit then perhaps not.

Finally, Simon referenced that the LGA are looking to develop an HR sounding board with HR colleagues which would be via email but there could be the opportunity for the group to meet face to face. Simon asked that anyone interested in being a rep should email him.

TTO review

TTO Review is underway with a joint working party to produce guidance on how TTO’s are paid.

* The review will take into account how to calculate annual leave, sickness and maternity formulas.
* Any joint guidance that is produced won’t be mandatory and will be down to local areas to determine what works for them and it’s not likely to be out any time soon.
* Accrual of annual leave for long term sickness is also being looked at as part of the review.
* Further updates will be given at the next Regional meeting in November.

Green Book Pay Spine

National Living Wage (NLW) headline target of £9 per hours for 2020, but depending on how the economy performs is likely to fall within a band between £8.51 and £9.35 by 2020.

View of LGA is to ensure that any new pay spine has some headroom at the bottom to remove the requirement in future years to react to minimum wage increases.

* Creating new pay spine which deals with the challenges of the NLW. This framework would then be presented to LA’s to implement their own grading structure.
* Two year deal has been agreed in principal by employers as 1yr was too expensive and UNISON would not agree to a 3 yr deal.
* Looked at a number of models based on accurate data, costs to councils will be around 4.6%, but significantly more for schools and this will have funding pressures on schools.
* Concerns around the table were that the new pay spine may lead to an influx of job evaluation requests.

AOB

*Facility time for NEU* – all colleagues were maintaining current arrangements but were planning reviews to take account of the NUT/ATL amalgamation for implementation next financial/academic year. There was some discussion regarding legitimacy of the NUT industrial action ballot and that this would now only apply to former members of the NUT.

Durham still trying to resolve TA situation

Northumberland would like contact to discuss – query over safeguarding arrangements for teachers and changes in FTE. Reference was made to old RIG guidance. Suggested they ask Brenda to circulate the query to colleagues.

Sunderland – Query regarding recruitment of social workers and if colleagues were having problems and how these were being tackled. Again suggested this would be a good question for Brenda to circulate to everyone.

There being no further business the meeting was closed.