

Regional Group for Education/Children's Services HR Officers – 6th February 2020

<i>In attendance</i>	North Tyneside/ Northumberland County Council	Paul Stewart, Christie Blades, Christina Ponting, Julie McCallum, Gail Jones
	TFC Sunderland	Leanne Questa
	South Tyneside Council	Barry Morris
	Gateshead	Sandra Hewson, Emma Manfren
	Stockton Council	Fiona Attewill
	Durham County Council	Julie Cassidy
	Northumberland County Council	Wendy Stewart
	Newcastle	Anne Calvert
	LGA	Selena Lansley
	Hartlepool BC	Lyndsy Stamper
	Redcar & Cleveland BC	Jane Moore
	NEOST	Mick Brodie

Apologies for Absence

Gemma Dowd (Stockton Council) and Nicola Reid (South Tyneside Council).

Notes of previous meeting

Notes of last meeting (16th October 2019), no queries or issues raised.

Update from LGA (Selena Lansley)

Teachers Pay 2019

- All schools applied 2.75% pay award and DFE funded the 0.75%. There were some issues around some schools budgeting 1% rather than 2% pay award, therefore some schools may tip into deficit.
- It was noted that Financial management will now be part of Ofsted investigation.
- DFE confirmed teachers pay grant will stay at 2019 rates.

- Government working toward National Funding Formula from 2021. This will impact on a small number of outlier LA's not working close to the proposed formula, which is coming into effect is from 2021.

Teachers Pay 2020

- Proposed starting salary will be 30k by 2022, advisory pay points, flatter structure. The feedback evidence from LGA was submitted to the STRB 20th January and DFE also submitted their evidence. LGA asked for a fully funded pay award, retain main and upper ranges, be able to move down from upper pay range to main and additional guidance on the ranges. All unions apart from NASWT did a joint submission. Consensus is that Headteachers don't like differentiation and feel uncomfortable about taking someone newly qualified at 30K.
- DFE – Advisory pay points proposed – biggest increase in first couple of years.

Newly qualified teachers

- 1-year induction period now going to 2-year induction period. It will be being trialled in the North East for September 2020 and will be rolled out nationally 2021.

Update from NEREO (Mick Brodie)

Pay negotiations (Support staff)

- Yesterday (5th February) LGA put forward 2% increase across the board on all pay points, this has now been rejected by the unions. Any response cannot be considered until the roadshows take place.

McLeod Judgement

- In June 2019 the Supreme Court refused the Government permission to appeal the Court of Appeal's December 2018 judgment in the McCloud and Sargeant cases. The judgement found that both the judges and firefighters pension schemes were discriminatory to some of their members. This was on the grounds of age discrimination when the career average arrangement was introduced in 2015 and the 'transition protection' which was provided to some members. Transitional protection allowed some older workers to stay in the old pension schemes, instead of being moved to the new career average schemes with higher pension ages in 2015. Those within ten years of their Normal Pension Age as at 1 April 2012 remained in their pre-2015 scheme, the majority of which were final salary schemes.
- On 15 July 2019 the Government announced that they accepted that the judgment applies to all the main public service pension schemes, including the Teachers' Pension Scheme. The final decision on the steps needed is to compensate members who suffered discrimination following the McCloud judgement, is the role of an Employment Tribunal. The Government has confirmed that this will apply to all members with relevant service in the main

public service schemes, including the Teachers' Pension Scheme, and not just those who have lodged legal claims. The judges' and firefighters' cases will now go back to the Employment Tribunal, which will set out how the Government will develop changes to the pension schemes.

Diocese of Hexham and Newcastle

- Discussion took place over the decision of the diocese to look toward establishing a small number of MAT's across the region, requiring their schools to join within a designated timeframe. Notes that some LA's had raised concern directly with the Diocese over the wider implications of their proposals.

AOB

General discussion on section 118 referrals and use of PILON clauses in settlement agreements.

Date of Next meeting

20 May 2020