

**Pay**

**and Conditions**

**2019**

## **Pay and Conditions**

Children and Young People have a specialist HR team (CaYP HR) dealing with all aspects of pay and conditions of service.

### **Key contacts**

Any Questions relating to conditions of service contact details as follows:

Senior HR Consultants:

Joanne Barrett/Lindsay Rolt	253 5662
Sheila George	253 5645

HR Team Leader Schools

Sue Roberts	253 5632
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Any queries around contracts or paperwork:

Recruitment & Contracts Team	253 6501
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Any queries around pay, tax, pensions or NI

Payroll & Pensions Services

Jackie Preston	253 5013
Nichola Hughes (Pensions)	253 5618

## Key Dates

Pay Day	22nd of month unless that date falls over a weekend or bank holiday in which case pay will be in the bank on the last working day before 22nd.
	Pay is based on the whole of that calendar month
Pay Award	1st September each year (if applicable!!)

## Key issues from the School Teachers Pay & Conditions Document (STP&C) from 01/09/19

### Existing provisions of the Bury recommended pay policy:

- All pay progression linked to performance. No more annual increments based on service in post;
- Maintain the previously published 6 point main pay range with single incremental progression based on an annual performance management review in accordance with the school's appraisal policy;
- Maintain the previously published 3 point upper pay range with single incremental progression based on an annual performance management review. Progression onto the upper pay range by application once on point 6 of the main pay range;
- All salaries assessed in accordance with a common assessment policy. Salary assessments carried out by Children and Young People and HR on behalf of Governors;
- Maintain the principle of pay portability between schools;

### Headline changes in the STP&C 2019 are as follows:

- Pay award of 2.75% applied to the maxima and minima of each of the main teachers' pay ranges. Left to local discretion as to how to apply the award to the points in between.

*Bury Pay Policy recommends maintaining existing pay reference points with a 2.75% increase applicable across the board on all points. Issue of whether to apply 2.75% to the reference points on the Main Pay Range is currently the subject of consultation with Head Teachers, Governors, Trades Unions and Professional Associations.*

- 2.75% pay award payable on all other allowances

*Apply 2.75% to all allowances*

Copies of the pay policy and the appraisal policy can be obtained from the school general office or Children and Young People HR. Any queries, please contact your nominated Senior HR Consultant

## Pay Structure

### Classroom Teachers' Pay Ranges from 01.09.19\*\*\*

#### Main Pay Range

Scale Point	Annual Salary (£)
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M1	£24,373.00
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M2	£26,298.00)
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M3	£28,413.00) <i>Points subject to ongoing consultation with Head Teachers,</i>
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M4	£30,599.00) <i>Trades Unions and Professional Associations – 2019 values shown</i>
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M5	£33,010.00)
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M6	£35,971.00
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Residual point	£35,619.00
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#### Upper Pay Scale for Post-Threshold Classroom Teachers\*\*\*

Scale Point	Annual Salary (£)
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U1	£37,654.00
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U2	£39,050.00
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U3	£40,490.00
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\*\*\* All salary points subject to agreement and ratification with the Professional Associations

## Other allowances

### Teaching and Learning Responsibility Payments (TLR)

There are three different TLRs that can be awarded; TLR1, TLR2 & TLR3

To qualify for a payment under **TLR2** a teacher must be able to demonstrate the following:

- Impact beyond their own pupils
- Influencing the teaching practice of others positively
- Accountability for subject/curriculum area

As well as the three criteria for TLR2 outlined above to qualify for a payment under **TLR1** a teacher will have to demonstrate that they have:

- Line management responsibility for a significant number of people

The relevant body (i.e. the Governing Body) may also award a fixed-term **TLR3** to a classroom teacher for clearly time-limited school improvement projects, or one-off externally driven responsibilities.

**For details of the current TLR3 values please refer to the school pay policy available from the school office**

### Special Educational Needs Allowances (SEN)

Governors must award it to classroom teachers:

- In any SEN post that requires a mandatory SEN qualification (teacher of visual or hearing impaired)
- In a Special School
- Who teach in one or more designated special classes or units in a school.

**For details of the current SEN values please refer to the school pay policy**

## Deductions from pay

### Tax

#### Tax Bands:

After your Personal Tax Allowance is reached:

- Lower Rate tax - 20% for income up to £37,500 pa
- Higher Rate tax - 40% for income over £37,501 pa
- Additional Rate – 45% for income over £150,000 pa

#### Tax Allowances:

Single Person - £12,500 = 1250L standard tax code

There may be additional allowances for dependants (Contact HM Revenue & Customs for details)

HMRC contact details: 0845 300 3300 alternatively why not set up your personal tax account see below

Authorities Tax Ref: 083/BURYA

Your Ref: Your National Insurance Number

### **HMRC On-Line Access – Personal Tax Account**

HMRC are now encouraging all individuals, whether employed or not, to register for the Personal Tax Account service. This facility gives an individual the scope to check their records and manage their details with HMRC. It also allows you to check what your State Pension will be, and any missing NI contribution years. It does not take long to register, and once registered, all government services are accessed securely. Follow the link below for information.

<https://www.gov.uk/personal-tax-account>

## Student Loan Repayment

Plan 1 Loans: Repayments are taken directly from salary once your earnings are above £1,577.91 per month

Plan 2 Loans: Repayments are taken directly from salary once your earnings are above £2,143.75 per month

Post Graduate Loans: Repayments are taken from salary once your earnings are above £1,750.00 per month

Any queries:

Student Finance England

Phone: 0845 300 5090

Email: [www.direct.gov.uk/studentfinance](http://www.direct.gov.uk/studentfinance)

Quote your Student Loan Ref. Number

## Earnings Related National Insurance (NI)

Benefits:

Subject to the Payment of National Insurance gives the employee access to the following:

- Statutory Sick Pay (SSP)
- Statutory Maternity Pay (SMP)
- Statutory Adoption Pay (SAP)
- Statutory Paternity Pay (SPP)
- Incapacity Benefit
- Job Seekers' Allowance
- Old Age Pension

National Insurance Category is normally A. Deductions will be made directly from salary on the following basis:

Employee - 12% on earnings £8,632-£50,000 PA  
Earnings over £50,000 PA 2% extra

In addition your employer also contributes to the fund as follows:

Employer - 13.8% on earnings above £8,632 PA



## Teachers' Pensions

The tiered contribution structure and contribution rates implemented from 1 April 2019 – 31 March 2020 are set out in the table below. The rates that will apply to you as a member of the Teachers' Pension Scheme are based on your full-time equivalent salary.

<b>Band</b>	<b>Annual Salary Rate for Eligible Employment from 1 April 2018</b>	<b>Member Contribution Rate</b>
1	Up to £27,697.99	7.4%
2	£27,698 - £37,284.99	8.6%
3	£37,285 to £44,208.99	9.6%
4	£44,209 to £58,590.99	10.2%
5	£58,591 to £79,895.99	11.3%
6	£79,896 and above	11.7%

Any queries:

Teachers' Pension Scheme

Phone: 0845 606 6166

Email: [www.teacherspensions.co.uk](http://www.teacherspensions.co.uk)

Quote your Teacher reference number (NN/NNNNN) and your National Insurance Number.