

FOR PUBLICATION

DERBYSHIRE COUNTY COUNCIL

APPOINTMENTS AND CONDITIONS OF SERVICE COMMITTEE

16 October 2023

Joint Report of the Director of Organisation Resilience, People & Communications & the Executive Director of Childrens Services

Pay Principles Framework

1. Purpose

- 1.1 For the Committee to note the current position in relation to the determination and evaluation of job roles across the council that are employed in accordance with the Schools Teachers Pay and Conditions Document or the Soulbury Pay Scales.
- 1.2 For the Committee to consider and approve the application of a Pay Principles Framework applicable to Centrally Employed Teachers, Education Improvement Professionals and Educational Psychologists.

2. Information and Analysis

- 2.1 Korn Ferry Hay is the evaluation framework for roles across the council, unless there is justification for alternative pay and conditions such as roles within Childrens Services as outlined at paragraph 2.2. Currently, such roles are assessed in line with the relevant nationally agreed frameworks as outlined in paragraph 2.3 and 2.4. It is proposed to introduce the Pay Principles Framework attached at appendix 2 to formalise the existing arrangements and ensure that the criteria for role evaluation are consistently applied.
- 2.2 Within Childrens Services, in addition to roles paid on Derbyshire Pay Scales, there are Centrally Employed Teachers paid in accordance with the School Teachers Pay and Conditions Document (STPCD, [School](#)

[teachers' pay and conditions document 2022 and guidance on school teachers' pay and conditions \(publishing.service.gov.uk\)](#) and Education Improvement Professionals and Educational Psychologists who are paid on Soulbury pay scales. Soulbury Pay scales are determined by The Soulbury Committee, the national negotiating body for pay and conditions for education professionals employed in central local authority services.

- 2.3 Centrally Employed Teachers pay is determined by the STPCD together with the Pay Policy for Teachers employed by the Local Authority and not attached to schools (the current version of which was approved by the ACOS Committee on 8 March 2023). This policy has been developed to comply with the current STPCD and the conditions of Service laid down in the the conditions of service for school teachers in England and Wales referred to as the Burgundy Book, and outlines the Councils approach and basis on which the pay of teaching employees will be determined in the context of Councils improvement plans and staffing structure.

The criteria in the framework to appoint on teacher's terms and conditions requires the post-holder to be a qualified teacher as an essential requirement and/or meets the statutory definition of a teacher, by carrying out 'specified work'.

- 2.4 The practice to date for roles paid in accordance with the Soulbury Committee Report ([The Blue Book | Local Government Association](#)) has been for the manager to determine pay, within the parameters of this report. It is the proposal to formalise this process to ensure principles of fairness and equity are adhered to and that the appropriate scrutiny is applied when determining the appropriate payscale aligned to the role in a transparent way. The proposed method by which Soulbury roles will be evaluated and pay level assessed is outlined in the Pay Principles Framework (Appendix 2).

This includes:

- Roles to be assessed in line with Blue Book (Soulbury Committee Report) Guidance
- Pay levels to be determined locally through process of pay benchmarking
- Clear governance arrangements to comply with the Council's constitution and delegated decision making.

- 2.5 The Pay Principles Framework will be applied when the Council is introducing new roles, making new appointments or when undertaking

organisation design processes and aligned to our job evaluation framework.

3. Consultation

- 3.1 Consultation with the Trade Unions commenced with Schools Joint Consultative Committee on 26 May 2023 and with Departmental Joint Committee on 28 June 2023 . Feedback was received from Association of Educational Psychologists (AEP), National Education Union (NEU), National Association of Schoolmasters Union of Women Teachers (NASUWT) and from an employee representative on behalf of Centrally Employed Teachers. Where relevant this feedback has been incorporated into the final version of the Pay Principles Framework where it was felt to enhance or clarify, as included in Appendix 1. For example, one TU colleague gave the following feedback “We would suggest replacing 'and' with 'or' in the Teachers' pay and Conditions of Service section. Amongst other things, this would ensure that unqualified teachers paid under the STPCD are captured under this section.” In response the Pay Principles Framework has been amended to read ‘**and/or**’. Another example is where a Trade Union representative raised a concern that it implied that non-qualified teachers could be engaged on Soulbury terms and conditions and in response this was made clearer in the Framework that qualified teacher status is an essential requirement.

The consultation was concluded on 5 September 2023, however agreement was not reached with all of the Trade Unions.

A full summary of the feedback received is enclosed at Appendix 3.

4. Alternative Options Considered

- 4.1 An alternative approach would be to do nothing and continue with the current informal arrangements for determining salaries for non-Single Status roles in the council. This is not recommended as this will not enable transparency in our approach or support consistency in application.
- 4.2 Another alternative would be to agree a framework which was not in line with nationally agreed Soulbury Committee and the School Teachers Conditions of service for non-Single Status roles. This option has been discounted as it would leave the authority in breach of nationally agreed (in the case of teachers, statutory) pay and conditions.

5. Implications

- 5.1 Appendix 1 sets out the relevant implications considered in the preparation of the report.

6. Background Papers

- 6.1 Soulbury Committee Report (linked in Appendix 2)
School Teachers Pay and Conditions Document (linked in Appendix 2)

7. Appendices

- 7.1 Appendix 1 – Implications
- 7.2 Appendix 2 - Pay Principles Framework
- 7.3 Appendix 3 – Summary of Trade Union and Employee feedback on the Pay Principles Framework
- 7.4 Appendix 4 – Centrally Employed Teachers Pay Policy

8. Recommendation(s)

- 8.1 For the Committee to approve the application of a Pay Principles Framework applicable to Centrally Employed Teachers, Education Improvement Professionals and Educational Psychologists which reflects and formalises the existing arrangements.

9. Reasons for Recommendation(s)

- 9.1 To ensure that the criteria for evaluation of roles outside the Single Status arrangements are consistently and transparently applied.

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Implications

Financial

- 1.1 The introduction of the Pay Principles Framework consolidates existing practice and therefore there are no financial implications at the present time. When the Pay Principles are applied during any re-organisation or change process the financial implications will be considered and approved in line with the requirements within the Council's Constitution.

Legal

- 2.1 The terms of reference for the ACOS Committee require the Committee to approve corporate employment policies which form the terms and conditions of council employees; other than minor or technical changes to existing policies.

Human Resources

- 3.1 The implementation of a formalised Pay Principles Framework will provide transparency, consistency and fairness in the application of non-Single Status rates of pay. The appropriate Trade Unions have been formally consulted, but not all Trade Unions have agreed the pay principles framework.

Information Technology

- 4.1 None

Equalities Impact

- 5.1 The Pay Principles Framework defines which pay and conditions apply to employees. The pay principles do not highlight any equality concerns as they are underpinned by national pay terms and conditions for Southbury employees and Teachers and the equal pay principle to ensure that men and women in the same employment, performing equal work, or work of equal value receive equal pay. The level of pay will be determined for each group of employees as outlined within the pay principles. This will ensure that pay is applied fairly and consistently within each pay group.

Corporate objectives and priorities for change

6.1 This proposal aligns with the people priorities outlined within the Councils People Strategy and in particular to 'Promote diversity and inclusion, enable responsive workforce plans and develop credible reward strategies' by applying the allocation of non-single status rates in a fair and consistent manner.

Other (for example, Health and Safety, Environmental Sustainability, Property and Asset Management, Risk Management and Safeguarding)

7.1 None