

# **YOUR PAY AWARD**

## **WHAT TO EXPECT AND NEXT STEPS**

January 2024



## Your Pay Award: What to expect and next steps

Click on the relevant section of the table below to find the latest situation for your role:

Jurisdiction	Group of staff	
All jurisdictions: Independent sector	<a href="#">Support staff and teachers</a>	
England	<b>Support staff:</b>	<b>Teachers:</b>
	<a href="#">Academies</a>	<a href="#">Academies</a>
	<a href="#">Colleges</a>	<a href="#">Colleges</a>
	<a href="#">Maintained schools</a>	<a href="#">Maintained schools/STPCD</a>
	<a href="#">Sixth Form Colleges</a>	<a href="#">Sixth Form Colleges</a>
	<a href="#">Soulbury Officers</a>	
Guernsey	<a href="#">Support staff and teachers</a>	
Isle of Man	<a href="#">Support staff</a>	<a href="#">Teachers</a>
Jersey	<a href="#">Teachers</a>	
Northern Ireland	<a href="#">Support staff</a>	<a href="#">Teachers</a>
Wales	<a href="#">Support staff</a>	<a href="#">Teachers</a>

### ALL JURISDICTIONS: INDEPENDENT SECTOR

#### Teachers\* and Support Staff\*

If your employer has signed a recognition agreement with ASCL, we will be negotiating with them on next year's pay award. You can contact us at [employers@ascl.org.uk](mailto:employers@ascl.org.uk) for more information.

If you are unsure whether your employer has a recognition agreement with ASCL, or want to know more about how to work towards getting recognition so that you can be properly represented, please email us at [employers@ascl.org.uk](mailto:employers@ascl.org.uk)

### ENGLAND

#### England: Academy trusts which have opted out of the STPCD and NJC Green Book and negotiate their own pay and conditions: Teachers\* and Support Staff\*

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## Colleges: Teachers\* and Support Staff\*

Pay negotiations in FE colleges usually happen on an individual employer basis, although the Association of Colleges usually makes a pay proposal as a guide to employers. The National Joint Forum (NJF) submitted [its Further Education \(FE\) pay claim for 2023/24](#) in March.

The Association of Colleges [had refused](#) to make a pay proposal unless ministers provided additional funding.

The DfE [announced new funding for FE](#) in a blog post on 13 July 2023 (updated on 2 August). In light of this, and after a constructive and positive formal National Joint Forum meeting with the college unions, the Association of Colleges made a recommendation:

“The headline is that AoC recommends that colleges should use all of their share of the £200 million additional government funding to address staff recruitment and retention challenges.

AoC is encouraging colleges to be open and transparent about the total additional funding their individual institution has received and to show how it is being used to address the pay issues they face.

The recommendation advises that colleges should aim to make an award of 6.5% where their previously budgeted pay award, their financial circumstances and the new allocation of funding allows them to do so. AoC recognises the difficult position some colleges with smaller 16-18 cohorts find themselves in because the funding methodologies used to distribute additional allocations will not allow them to achieve such a pay recommendation.”

Members should refer back to their individual employer for further information in the first instance. If your employer has signed a recognition agreement with ASCL, we will be negotiating with them on next year’s pay award. You can contact us at [employers@ascl.org.uk](mailto:employers@ascl.org.uk) for more information.

If you are unsure whether your employer has a recognition agreement with ASCL, or want to know more about how to work towards getting recognition so that you can be represented, please email us at [employers@ascl.org.uk](mailto:employers@ascl.org.uk)

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## England: Teachers\* employed under the School Teachers’ Pay & Conditions Document (STPCD)

When the Secretary of State at the time issued a remit to the School Teachers’ Review Body (STRB) for its 32nd Report, he asked the Review Body to recommend a two-year pay award, covering 2022/23 and 2023/24. The STRB made recommendations for two years, but when the 32nd Report was published, the Secretary of State only accepted the recommendations for the 2022/23 pay award.

As a result, another remit was issued to the STRB asking for recommendations for the 2023/24 pay award, along with early thoughts on some broader structural issues and career pathways.

ASCL submitted written evidence, supplementary evidence (and appendix) and gave oral evidence to the STRB on your behalf.

There has been significant unrest and dispute over the 2022/23 pay award and lack of additional funding, resulting in all teaching unions, including ASCL, balloting their members on industrial action.

The STRB’s 33rd Report, responding to that remit and making recommendations on teachers’ pay for 2023/24, was published on 13 July 2023. At the same time an offer was made to teaching unions which was full acceptance of the STRB’s recommendations of a 6.5% increase to pay ranges and allowances, with higher increases to some parts of the main pay range to achieve a minimum starting salary of £30,000.

All teaching unions put the offer to their members and all accepted. ASCL halted its industrial action ballot once members had accepted the offer.

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\* In this context ‘Teachers’ will be defined by the relevant employer group but will usually include those employed as unqualified teachers, classroom teachers and members of the senior leader team who have teaching and learning responsibility. Equally, ‘Support Staff’ will be defined by the relevant employer group and will usually include school business leaders and other senior leaders who have non-teaching responsibilities such as COOs.

Following a ten-week consultation period, the 2023 STPCD was published on 13 October, and the pay order was laid in Parliament, coming into effect on 3 November. Pay awards should now be implemented and backdated to 1 September.

We responded to the consultation and reiterated the points previously made, which were that whilst 6.5% is a step in the right direction, it by no means solves the problems on pay, recruitment and retention and there is still a long way to go to achieve that.

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## **England, Northern Ireland and Wales: Support Staff\***

### **NJC (Green Book) Pay Award 2023/24**

The 2023 pay award for support staff employed under the NJC Green Book was agreed on 1 November 2023. The pay award for points 1-43 is a flat rate of £1,925 per point, backdated to 1 April 2023. All locally determined pay points above the maximum of the pay spine but graded below deputy chief officer, should be increased by 3.88%.

(This paragraph applies to London only: For those employers in London covered by the London Agreement, the pay award equates to an increase of £2,226 on Outer London pay points up to and including spine point 48, and an increase of £2,352 on Inner London pay points up to and including spine point 50. Above these pay points on the respective London pay spines an increase of 3.88% will apply.)

Allowances, including overtime rates, should be increased by 3.88% .

The National Employers are encouraging employers to implement the pay award as swiftly as possible.

Full details of the award can be found [here](#).

The National Employers have also issued a circular that provides some context to this year's pay round which can be found [here](#).

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### **Sixth Form Colleges: Teachers\* (Red Book)**

The Staff Side of the National Joint Council (NJC) for Staff in Sixth Form Colleges submitted [their pay claim for teachers](#) on 28 June 2023. A summary of the proposals is below:

- *A pay increase that is above RPI rate of inflation in May 2023 (to be paid from 1 September on all pay points and allowances*
- *An additional increase from 1 September 2023 on the London allowances.*
- *Joint discussions on workload and working time.*

Agreement has now been reached on the 2023/24 pay award, which is effective from 1 September 2023.

The Sixth Form Colleges Association (SFCA) confirmed that 'all teachers will receive a 6.5% increase, except those on pay point 1 who will received 8.44% to move their base salary to £30,500'.

### **Sixth Form Colleges: Support Staff\* (Lilac Book)**

Agreement has now been reached on the NJC support staff pay award, which is effective from 1 September 2023.

The Sixth Form Colleges Association (SFCA) confirmed that 'all support staff will receive an increase of 6.5%, plus incorporation of the Support Staff Standards Payment (SSSP) into their salary to provide an additional £390 to basic pay for all support staff'.

## Soulbury Officers (Blue Book) Pay Awards for September 2022 and September 2023

On 14 November 2022, the Soulbury Committee Employers' Side made an offer for the 2022/23 pay award. The one-year offer was for:

- An increase of £1,925 on all pay points with effect from 1 September 2022
- An increase of 4.04% on all allowances with effect from 1 September 2022

Full details of the offer, including the response to other elements of the Officers' Side pay claim can be found [here](#).

The offer was rejected by the Officers' Side. The National Employers have remained in dispute with the Soulbury Officers' Side on pay for 2022.

### October 2023

The National Employers made a **revised final offer** to the Officers' Side for 2022 and 2023. This replaces the previous offer made on 11 September which has been withdrawn. It has been rejected by the Officers' Side.

The pay offer for 2023 included:

- An increase of 3.5% on all pay points with effect from 1 September 2023
- An increase of 3.5% on all allowances with effect from 1 September 2023

The National Employers **have written** to the Officers Side to reaffirm its offer.

### November 2023

The National Employers made a full and final offer for 2022, and also made an improved final offer for 2023. These are as follows:

- An increase of £1,925 on all pay points with effect from 1 September 2022
- An increase of 4.04% on all allowances with effect from 1 September 2022.
- An increase of 4.0% on all pay points with effect from 1 September 2023.
- An increase of 3.88% on all allowances with effect from 1 September 2023.

There some other elements to the claims and offers, including changes to the pay structure, full details can be found [here](#).

### December 2023

The Soulbury Committee has reached an agreement on a pay award for 2022 and 2023 which is as follows:

- An increase of £1,925 on all pay points from 1 September 2022
- An increase of 4.04% on all allowances from 1 September 2022
- An increase of 4% on all pay points from 1 September 2023
- An increase of 3.88% on all allowances from 1 September 2023
- Structural changes to the Soulbury pay spines from 1 September 2023.

A [Joint Education Services Circular \(JESC\)](#) provides details of the agreement.

## GUERNSEY

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### Teachers\* and Support Staff\*

2023 is the second year of a three-year settlement, effective at 1 January each year.

2023 – a 7% increase to all pay scales (RPIX<sup>2</sup> as at 30 June 2022).

2024 – RPIX as at 30 June 2023 minus 1% (RPIX<sup>3</sup> was 6.8%, so the 2024 pay award is likely to be a 5.8% increase from 1 January 2024).

## ISLE OF MAN

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### Support Staff\*

The Public Services Commission (PSC) made an initial offer of 5% which was rejected by all unions. A revised offer of 5.5% was then made which has also been rejected. An improved offer of 6% was made which was accepted and agreed on 27 October. The award will be backdated to 1 April 2023.

Full details can be found [here](#).

### Teachers\*

The newly agreed pay policy states that 'annual increases published in the STPCD will be reflected on the Isle of Man.' In addition to this, pay claims are submitted following publication of the September Isle of Man RPI figure to enable pay talks to begin. The first meeting between the joint unions and the Department of Education, Sport and Culture (DESC) took place on 13 December, and pay talks are ongoing.

## JERSEY

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### Teachers\*

The States Employment Board has made an offer of an 8% increase from 1 January 2024, and a one-off payment of £1,000 on the same date.

The offer also includes increases for 2025 and 2026 in line with inflation.

## NORTHERN IRELAND

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### Support Staff\*

### Teachers\*

The dispute over the [2021/22](#) and [2022/23](#) pay awards remains unresolved. ASCL Northern Ireland has **made clear** that 'to resolve this dispute there has to be both an improved, fully funded pay settlement and an education budget which allows school leaders to plan their finances with the confidence that they will be able to sustain the high level of education that children and young people need and deserve'. Further updates will be provided via ASCL Northern Ireland newsletters in due course.

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2 [Guernsey Quarterly Inflation Bulletin – June 2022](#)

3 [Guernsey Quarterly Inflation Bulletin – June 2023](#)

## WALES

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### Support Staff\*

#### **Teachers\* employed under the STPC(W)D**

Following negotiations with trade unions, the original 5% increase to pay points resulting from the 2022 recommendations of the Independent Welsh Pay Review Body was revised upwards. This resulted in pay points being increased by 6.5% with effect from 1 September 2022 together with a one off payment to teachers and leaders worth 1.5% of annual pay.

This resulted in a revised STPC(W)D which can be found [here](#). Funding remains a concern and in [his letter](#) to local authorities, the Minister for Education and the Welsh Language confirmed that the additional increase would be paid by way of variation letter to the Education Grant.

These negotiations also changed the original proposal that pay points should be uplifted by 3.5% in September 2023. Instead, pay points are due to increase by 5% from 1 September 2023 and we await the draft STPC(W)D which will bring about this change.

When pay was first devolved to the Welsh Government in 2019 it was established that a 'no detriment' principle would apply in relation between pay in Wales compared to England. The pay increase in England for 2023 has been set at 6.5%, so we were waiting to hear from the Welsh Government as to intentions with regard to the proposed 5% increase in Wales. The revised offer from the Welsh Government on both 2022 and 2023 pay can be found [here](#).

Since then, the Minister for Education and the Welsh Language has written to the education unions setting out the Government's contention that the no detriment principle has been complied with, as over the two years (2022-4) teachers in Wales have received more pay than their English counterparts.

The [2023 STPC\(W\)D](#) was published on 5 October. The 2023 pay award should have now been implemented and backdated to 1 September.



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