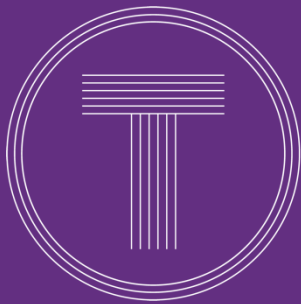


Support Staff  
Interim Pay –  
Consultation  
September 2024



THINKING  
**personnel**

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## 1. Executive Summary

### Support staff pay

The Thinking Schools Academy Trust would like to consult on the following **interim** proposal:

- To apply the £1,290 to the minimum and maximum of each pay group up to and including pay group 6
- To apply 2.5% to the minimum and maximum of pay groups 7,8 and 9
- To apply the relevant percentage uplift to salaries within the range
- To apply 2.5% on all allowances
- To be applied from November 2024 effective from 1st September 2024

The consultation will run from **Monday 16<sup>th</sup> September 2024 – Friday 4<sup>th</sup> October 2024** a full timeline is outlined below.

## 2 Support Staff

### Background

The Thinking Schools Academy Trust developed a new pay model for support staff that was implemented in July 2022 backdated to April 2022. This was introduced following consultation with Unions and a ballot.

The model has the following elements:

- The pay scale consists of 9 pay groups with a minimum and a maximum range, there are no pay points
- Pay bands over 20% wide
- All linked to the NJC job evaluation scheme factors
- Enhanced TTO calculation
- Provides the ability to fast track and go beyond Pay progression is linked to Professional Growth outcomes, with a move away from incremental progression to percentage increases based on outcomes.
- Ability to earn up to 5% pay increases for exceptional Professional Growth
- As part of the implementation of the new TSAT support staff pay scale we committed that we would have regard to national negotiations when determining the Trusts position on annual pay awards.

### Union Pay Claim

On 29 February, UNISON and GMB lodged their pay claim for:

- An increase of at least £3,000 or 10 per cent (whichever is greater) on all spinal column points
- Reviews of the gender, ethnicity and disability pay gaps in local government
- A two-hour reduction in the working week, with no detriment
- An additional day of annual leave for personal or well-being purposes (with term-time only staff also receiving a full day rather than a pro rata amount, that they can use at any time, including term time)
- A phased approach to reaching a minimum pay rate of £15 an hour in a maximum of two years, sooner if possible

### Employers Offer

The National Employers agreed on 16<sup>th</sup> May 2024 a full and final offer to the unions representing the main local government NJC workforce:

- With effect from 1 April 2024, an increase of £1,290 (pro rata for part-time employees) to be paid as a consolidated, permanent addition on all NJC pay points 2 to 43 inclusive. *The equivalent percentage increases on spinal column point 2 is 5.77 per cent, and for SCP 43 it is 2.50 per cent*
- With effect from 1 April 2024, an increase of 2.50 per cent on all pay points above the maximum of the pay spine but graded below deputy chief officer (*in accordance with Green Book Part 2 Para 5.4*)
- With effect from 1 April 2024 an increase of 2.50 per cent on all allowances (*as listed in the 2023 NJC pay agreement circular dated 1 November 2023*)

### Union's response

Unison and Unite and rejected the offer whilst GMB have accepted the offer. Both Unison and Unite are currently balloting members for strike action. Unions ballot will run till the 16<sup>th</sup> October and Unites will run till 15<sup>th</sup> October.

### Our proposal

The Thinking Schools Academy Trust would like to consult on the following **interim** proposal:

- To apply the £1,290 to the minimum and maximum of each pay group up to and including pay group 6
- To apply 2.5% to the minimum and maximum of pay groups 7,8 and 9
- To apply the relevant percentage uplift to salaries within the range
- To apply 2.5% on all allowances
- To be applied from November 2024 effective from 1st September 2024

This has been modelled below;

<u>From Sept 24</u>			<u>Current</u>		<u>CoL proposal</u>	
<b>Pay group</b>	<b>Min</b>	<b>Max</b>	<b>Min</b>	<b>Max</b>	<b>Pay group</b>	
1	NLW	23,834	NMW	22,544	5.72%	1
2	23,467	27,133	22,177	25,843	4.99%	2
3	26,033	30,212	24,743	28,922	4.46%	3
4	28,958	33,413	27,668	32,123	4.02%	4
5	32,848	38,944	31,558	37,654	3.43%	5
6	38,268	45,556	36,978	44,266	2.91%	6
7	44,010	53,501	42,937	52,197	2.50%	7
8	52,220	63,566	50,947	62,015	2.50%	8
9	62,036	74,834	60,523	73,008	2.50%	9

This is an interim arrangement pending outcomes of national negotiations between the Union and Employers. We are committed to review and consult in full on amended proposals once a national agreement is reached.

It is our intention that an interim payment will offer financial security for our staff at a timely manner.

### Consultation Timeline

TSAT COMMS TO STAFF	Wc 16 <sup>th</sup> September
UNION CONSULTATION	16 <sup>th</sup> September – 4 <sup>th</sup> October
UNIONS RESPONSE SUBMITTED	By 4 <sup>th</sup> October
TSAT CONSIDER RESPONSES	7 <sup>th</sup> October – 11 <sup>th</sup> October
TSAT RESPONSE/ COMMS TO STAFF	Wc 14 <sup>th</sup> October
TSAT COMMS TO STAFF	By 18 <sup>th</sup> October