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AWARD WINS
& SHORTLISTS

Teachers' Pay

What you need to know



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Teachers' Pay & Conditions

Welcome back from the summer break

Now that the new academic year is here, you may be starting to turn your attention to your school's annual pay review.

For most teachers, the rules about how much they can be paid are found in the School Teachers' Pay and Conditions Document (STPCD). This is updated each year just in time for the new school term. The most recent version was published on 10 August 2016 and took effect from 1 September 2016. You should read this document before making any decisions about teachers' pay.

[Click here](#) to take you to the STPCD 2016

What is new for 2016?

You may be relieved to hear that there is very little change from the 2015 document, but here are the main items to be aware of:

1. A 1% increase to minimum and maximum points of the pay ranges. As you will know, the STPCD does not set out all the points in the pay ranges, as it used to, but specifies only the figures at the top and bottom of these ranges. It is these minimum and maximum figures that have increased by 1%. Although this does not automatically mean all teachers' pay will increase by 1% it does mean that any teacher previously at the bottom of their range will need to have their pay increased by at least 1% in order to ensure they remain within that range. Pay determinations for all other teachers should still be based on performance.
2. Introduction of a salary advance scheme for rental deposits. To expand the options available to schools the STPCD expressly sets out the possibility of offering a salary advance for rental deposits as one of the

tools available to support recruitment and retention. You may wish to consider this as an option when recruiting teachers that would need to relocate.

3. Clarification on when leadership pay can be determined. I often get asked by governing bodies about the circumstances under which pay for senior leaders can be reviewed. According to the previous STPCD, for those appointed to their role prior to September 2014, their pay can only be reviewed where there is a “significant” change in their responsibilities. The new STPCD provides a little more information about when a governing body might consider a change in responsibilities to have been significant. It suggests that a governing body take into account whether the change has brought about “new levels of accountability and responsibility” for the senior leadership team.

Should you have any queries about the new version of the STPCD or pay decisions in your school please contact a member of the Education team.

Legal Services Overview

Commercial Contracts

- Agency & Distribution
- Bribery Act Compliance
- Data Protection
- IT & e-Commerce
- Intellectual Property
- Outsourcing & Supply Agreements
- Public Procurement
- Terms & Conditions

Construction & Engineering

- Adjudication
- Alternative Dispute Resolution (ADR)
- Appointment Documents for Professional Consultants
- Arbitration
- Building Contracts
- Dispute Management
- Litigation
- Security Documentation

Commercial Property

- Conditional Sale Agreements
- Development Agreements
- Joint Ventures (*as part of a wider team construction & public procurement*)
- Land Acquisition & Disposals (*including options*)
- Leases
- Planning / Section Agreements
- Profit Sharing / Overage Agreements
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Dispute Resolution / Debt

- Commercial Contract Disputes
- Shareholder and Partnership Disputes
- Insurance Disputes
- Injunctions
- Professional Negligence
- Alternative Dispute Resolution
- Property Litigation
- Insolvency
- Debt Recovery

Licensing & Entertainment

- Alcohol & Entertainment Licensing
- Betting & Gaming Licensing
- Regulatory Advice & Prosecutions
- Reviews & Enforcement
- Training

Employment Law & HR

- Employment contracts and policies
- Disciplinary matters
- Sickness and absence
- Capability
- Redundancy / restructuring
- Unfair dismissal
- Discrimination
- Restrictive covenants / restraint of trade
- TUPE
- Settlement agreements

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