

## **Briefing for Governing Bodies**

### **£250 pay award for school support staff paid less than £21,000 per annum**

All school support staff are covered by the NJC for Local Government Services and pay rates for staff working in this area are negotiated between the Local Government Employers (on behalf of Local Authorities) and recognised trade unions.

The Cabinet of Wirral Borough Council agreed:

- (a) Employees whose full-time equivalent salary is less than £21,000 per annum be offered a non-consolidated additional lump sum of £250 for 2011-12.
- (b) To compensate the schools for the additional cost of providing £250 (net of tax, national insurance and pension contributions) it was agreed that an amount of £190,000 be transferred from the General Fund Budget to the Schools Budget
- (c) To ensure no one is disadvantaged by the payment of this sum.

All school staff employed by the Governing Body of Community, Voluntary Controlled and Special Schools and Wirral Borough Council (ultimate employer), currently earning less than £21,000 (full-time equivalent) annual salary **will** receive a payment of £250 (net of income tax, national insurance and pension contributions), which will be paid no later than December 2011.

Governing Bodies of other maintained local authority and non maintained schools i.e. foundation, voluntary aided, trust and academies will need to notify the Local Authority if **they do not wish to make this payment to staff by 14<sup>th</sup> October 2011**, as the Governing Body are the ultimate employer of those staff.

The additional costs associated with this payment will be reimbursed by the local authority to all schools which make recommended payment to staff.

Schools have previously been notified of the potential costs and have taken them into account when preparing budgets for 2011-12.

### **Recommendation**

- 1 It is recommended that Governing Bodies agree to make the payment of the £250 non consolidated pay award to all staff whose FTE salary is less than £21,000 per annum.

**NB All part time, part year/term time staff will receive £250 pro rata. Staff working in more than 1 post will receive up to a max of £250.**