

WIRRAL COUNCIL

WIRRAL SCHOOLS FORUM 14th January 2015

REPORT OF THE DIRECTOR OF CHILDREN'S SERVICES

Job Evaluation - Special Schools Teaching Assistant (TA) Appeals – Update

1. EXECUTIVE SUMMARY

This report provides the forum with an update of the Job Evaluation TA appeal costs in special schools to date and identifies areas where costs are still due.

2. Background

Job evaluation (JE) was implemented in all schools in 2012. A number of appeals were lodged by TAs in Special Schools. Staff were notified they were successful in their appeal in July 2014. At the time the estimated figures suggested that arrears may be as high as £1.4m, backdated to April 2007. The Schools Budget contains a reserve to cover the costs before April 2011. At the October meeting Forum members also agreed to meet some costs from the High Needs contingency.

3. Appeal Costs Paid to Date

Arrears have been paid in December 2014 to 98 staff in current TA1 and TA2 posts. This amount including on-costs totals approximately £625,000. This sum is lower than the original estimate for a number of reasons:-

- The estimate included costs to April 2015, but schools have been paying the new salary rates since October 2014.
- The calculation method has changed since the original back pay was calculated in January 2011. This has reduced the amount of arrears paid out for the period April 2007 to January 2012.
- The original estimate assumed all staff were to receive arrears for the full period from April 2007, but only 43 of the 98 staff identified received arrears back to this date.

4. Appeal Costs still to be Paid

Due to the complex nature of these payments some arrears are still to be calculated. These outstanding costs will not be known until each person has been individually assessed to take account of.

- Staff who were part of the original appeal who have now left the authority, or moved to a school that did not appeal.
- Leavers who wrote in within 6 months of leaving their post.
- There are currently at least 12 TA's querying if they are due arrears.

RECOMMENDATIONS

1. That Schools Forum notes the arrears identified to date, which are allocated equally between the JE budget/reserve and the high needs contingency.
2. That as further costs are identified they are apportioned in the same way, with ongoing reports to the Forum until JE is concluded.

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