

WIRRAL COUNCIL

WIRRAL SCHOOLS FORUM 29th April 2015

REPORT OF THE DIRECTOR OF CHILDREN'S SERVICES

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

1. EXECUTIVE SUMMARY

Following the discussion of this matter at the Forum's meeting on 8th October 2014 this report provides an update of the Job Evaluation TA appeal costs in special schools, particularly in relation to TA3 and TA4s.

2. Background

Job evaluation (JE) was implemented in all schools in 2012. A number of appeals were lodged by TAs in Special Schools who disagreed with the decisions taken at that time about the responsibilities within their post. Following the decision taken at appeal the previous report suggested that arrears may be as high as £1.4m, backdated to April 2007 ie the point at which JE was effective from. 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 April 2011 to 2014 from the High Needs contingency.

Since the last report TA3 and TA4 staff appeals have also been settled.

3. Appeal Costs Paid to Date

Arrears have now been paid for TA1, TA2, TA3 and TA4 posts.

The table below identifies the full costs to date:-

TA1 & TA2's	£715,877
TA3 & TA4's paid in March	£839,592
Total	£1,555,469

There are 3 special school appeals still to be finalised, together with the JE costs for all schools support staff in excess of SCP33 (P01).

Of the costs above 50% have been met from the JE reserve and 50% has been met from the SEN High Needs contingency.

4. Ongoing Costs

Schools will need to make provision for ongoing costs for these appeals from within their existing budgets.

RECOMMENDATIONS

1. That Schools Forum notes the report.

Julia Hassall
Director of Children's Services