

2020/21 Briefing

Number 3 - September 2020

Pay Award for Staff on Non-Teaching & Teacher Terms and Conditions

We are pleased to provide an update to all staff in respect of the current position regarding the Pay Award for staff on Non-Teaching & Teacher and Terms and Conditions.

Non-Teaching Terms & Conditions Staff

You may be aware of negotiations that have been taking place in relation to [Green Book](#) pay, which sets out the terms and conditions the majority of non-Teachers are employed on. The Government's final pay offer was an uplift of 2.75% which would increase the minimum hourly rate from £9 to £9.25

Union consultations ran to mid-August 2020 and the proposals were accepted by majority decision of the Unions.

As such, Nexus MAT has adopted the pay award and it will now be implemented with the effective date of 1 April 2020. Our payroll provider, Rotherham Council, has informed us this uplift will be reflected in the October 2020 pay run.

Teacher Terms & Conditions Staff

In its '[30th Report 2020](#)', The School Teachers' Review Body (STRB) recommended a higher uplift for those early in their career with the minimum of the Main Pay Range (MPR) increased by 5.5%. For the minima and maxima of all other pay ranges and allowances for teachers and school leaders, it is recommended that these are uplifted by 2.75%.

In addition, for September 2020, the STRB also recommend advisory pay points are reintroduced on the MPR and Upper Pay Range (UPR).

The Secretary of State for Education has stated his intent to recommend these changes to Parliament.

The legal consultation process on the STRB recommendations for the School Teachers' Pay and Conditions Document 2020 (STPCD) is for a period of 8 weeks and started from 21 July 2020 with an end date of 14 September 2020. Thereafter, the STPCD 2020 will be laid before Parliament for a 3-week period, commencing 21 September 2020. It will become a Statutory Instrument in law after 21 days i.e. week commencing 12 October 2020.

We anticipate all of these recommendations to be accepted and passed into law, and are therefore sharing this information now.

All provisions in this regard will be backdated to 1 September 2020. We expect this to be reflected in pay packets by December 2020, if not earlier.

If you require any further information on the pay award for teachers and support staff please make enquires in the school office or contact the Nexus Central Team (Finance or HR team) on 01709 257277.

Appendix A – School Teacher Pay & Conditions Pay Scales

Scale	Old 2019/20 Salary	New 2020/21 Salary	% Increase
M1	24,373	25,714	5.50%
M2	26,298	27,600	4.95%
M3	28,413	29,663	4.40%
M4	30,599	31,777	3.85%
M5	33,007	34,096	3.30%
M6a	35,619	36,599	2.75%
M6b	35,971	36,960	2.75%
U1	37,654	38,689	2.75%
U2	39,050	40,124	2.75%
U3	40,490	41,603	2.75%
L1	41,065	42,194	2.75%
L2	42,093	43,251	2.75%
L3	43,144	44,330	2.75%
L4	44,218	45,434	2.75%
L5	45,319	46,565	2.75%
L6	46,457	47,735	2.75%
L7	47,707	49,019	2.75%
L8	48,808	50,150	2.75%
L9	50,026	51,402	2.75%
L10	51,311	52,722	2.75%
L11	52,643	54,091	2.75%
L12	53,856	55,337	2.75%
L13	55,202	56,720	2.75%
L14	56,579	58,135	2.75%
L15	57,986	59,581	2.75%
L16	59,528	61,165	2.75%
L17	60,895	62,570	2.75%
L18	62,426	64,143	2.75%
L19	63,975	65,734	2.75%
L20	65,561	67,364	2.75%
L21	67,183	69,031	2.75%
L22	68,851	70,744	2.75%
L23	70,556	72,496	2.75%
L24	72,306	74,294	2.75%
L25	74,103	76,141	2.75%
L26	75,936	78,024	2.75%
L27	77,818	79,958	2.75%

Scale	Old 2019/20 Salary	New 2020/21 Salary	% Increase
L28	79,748	81,941	2.75%
L29	81,723	83,970	2.75%
L30	83,757	86,060	2.75%
L31	85,826	88,186	2.75%
L32	87,960	90,379	2.75%
L33	90,145	92,624	2.75%
L34	92,373	94,913	2.75%
L35	94,669	97,272	2.75%
L36	97,013	99,681	2.75%
L37	99,424	102,158	2.75%
L38	101,885	104,687	2.75%
L39	104,368	107,238	2.75%
L40	106,972	109,914	2.75%
L41	109,644	112,659	2.75%
L42	112,392	115,483	2.75%
L43	114,060	117,197	2.75%

2020/21 TLR /SEN	Min	Max
TLR 1	8,291	14,030
TLR 2	2,873	7,017
TLR 3	571	2,833
SEN	2,270	4,479

Appendix B – Green Book Pay & Conditions Pay Scales

Spinal point	Old 2019/20 Salary	New 2020/21 Salary
1	17,364	17,842
2	17,711	18,198
3	18,065	18,562
4	18,426	18,933
5	18,795	19,312
6	19,171	19,698
7	19,554	20,092
8	19,945	20,493
9	20,344	20,903
10	20,751	21,322
11	21,166	21,748
12	21,589	22,183
13	22,021	22,627
14	22,462	23,080
15	22,911	23,541
16	23,369	24,012
17	23,836	24,491
18	24,313	24,982
19	24,799	25,481
20	25,295	25,991
21	25,801	26,511
22	26,317	27,041
23	26,999	27,741
24	27,905	28,672
25	28,785	29,577
26	29,636	30,451
27	30,507	31,346
28	31,371	32,234
29	32,029	32,910
30	32,878	33,782
31	33,799	34,728
32	34,788	35,745
33	35,934	36,922
34	36,876	37,890
35	37,849	38,890
36	38,813	39,880
37	39,782	40,876
38	40,760	41,881

Spinal point	Old 2019/20 Salary	New 2020/21 Salary
39	41,675	42,821
40	42,683	43,857
41	43,662	44,863
42	44,632	45,859
43	45,591	46,845
44	46,550	47,830
45	47,509	48,815
46	48,467	49,800
47	49,426	50,785
48	50,385	51,771
49	51,344	52,756
50	52,303	53,741
51	53,261	54,726