

22 June 2020

Timetable for Teachers' Pay 2020 and STPCD

The 2020 pay award process for teachers continues albeit with a possible further delay from our last update in the May edition of the LGA workforce bulletin.

We have been informally advised that the STRB report which includes their recommendations has now been received by Government, therefore the next stages in the process are underway.

Quick reminder of key documents

[STRB remit letter](#) published September 2019

Key highlights:

- £30k starting salary by 2022
- Advisory pay points

[DfE evidence to STRB](#) published January 2020

This 80 page document of written evidence includes:

- Starting salary, recruitment and raising the status of the profession
- Advisory pay points
- 3 pay options proposed
- Model pay structure by 2022

Key highlights:

- Modelled on 6 points MPR and 3 point UPR
- All have different percentage values applied to the MPR
- DfE preferred option is Option B (see below appendix 1)

The likely timetable:

- The Government's decision on the STRB recommendations is likely to be announced in the week commencing 20 July with an 8 week consultation period on the updated draft STPCD (School Teachers pay and conditions document) taking us to around the middle of September.
- The teachers' pay order then needs to be laid before parliament for 21 calendar days, taking us into October before the 2020 pay award and any changes to STPCD (back dated to 1 September) are finally agreed.

We recognise this likely consultation and implementation timescales over the summer holidays and October will present difficulties for councils and schools. It also presents difficulties for [NEOST](#) in consulting you on the affordability of proposed pay recommendations and/or any proposed statutory changes to teachers pay and conditions document. We articulated these concerns to the STRB during the [NEOST](#) oral evidence session [and in the NEOST written evidence](#) to the STRB on teachers' pay for 2020. We continue to represent you and make these points to DfE.

We will, however, ensure we're available, and using online methods to consult and discuss the 2020 recommendation, which will enable NEOST to take an informed and considered view as is always the intention.

Appendix 1



Option B

	'Existing structure'	New Structure	Change (£)	Change (%)
M1	£24,373	£26,000	£1,627	6.7%
M2	£26,298	£27,820	£1,522	5.8%
M3	£28,412	£29,767	£1,355	4.8%
M4	£30,599	£31,851	£1,252	4.1%
M5	£33,009	£34,081	£1,071	3.2%
M6	£35,971	£36,870	£899	2.5%
U1	£37,654	£38,595	£941	2.5%
U2	£39,049	£40,025	£976	2.5%
U3	£40,490	£41,502	£1,012	2.5%

All other pay and allowance ranges would have 2.5% applied – Higher values for London pay areas