

## **Schools HR Team – Governor Update – Summer term 2024**

### **Support staff pay update**

Trade unions have submitted an initial offer of what they would like to see for support staff;

- £3000 or 10% increase on the SCP – which ever is the greatest.
- Reduction by 2 hours in the working week with no loss of pay
- Additional days leave for all support staff with no pro rata for term time only workers and to be permitted to take during term time.

**Teachers** – recommendation from the School Teachers Review board go to DFE in May- will have an update in due course.

**Flexible working** – changes in legislation came into effect on 1<sup>st</sup> April 2024- which included day 1 right to request flexible working arrangements, 2 requests can be made in a 12 month period (which is a change from 1). In addition to this, the employee also isn't required to explain impact of the request with the employer looking to accommodate it wherever possible.

**Pay date changes** – changes to payroll date in NCC for support staff – moving to the 28<sup>th</sup> of the month. There is a staggered approach to this with it happening on the 18<sup>th</sup> April, 21<sup>st</sup> May, 24<sup>th</sup> June and then finally 28<sup>th</sup> July.

**TUPE and procurement** – due to the Local Government Pension scheme regulations stipulating that any employees transferred as part of TUPE have the right to have a broadly comparable of the same pensions scheme, there are implications for any services that are provided by the LA or the school if they are put out for tender. Typical examples include Cleaning or catering. There have been occasions where these tender processes have hit stumbling blocks when about to engage in the TUPE transfer process so we are advising schools to engage with the LA teams – HR, Procurement etc... as early as possible in the process to avoid any unnecessary delays.

**KCSIE** – KCSIE 2024 will have only minor technical updates to it. There is consultation about proposed changes to 2025 document and schools and other stakeholders are being asked to ensure that they use the 12 weeks – which have already started- to engage in the process for reviewing the document.