

Teacher's pay award information

askHR



Pay award details

What has been agreed

CoSLA (Convention of Scottish Local Authorities) and Trade Unions have now agreed a pay award for teachers across Scotland. The agreed pay increases are:

All Local Government Employees and Craft workers

- 2018/19 an increase of 3% - this will apply to all teachers and associated professionals who are governed by the SNCT bargaining arrangements, up to a cap of £80,000. At, or above this figure, a flat rate increase of £1,600 will apply. This award will be backdated to 1 April 2018
- 2019/20 an increase of 7%
- 2020/21 an increase of 3%

The agreement includes a restructure of the Main Grade Scale and to revalue the salary scales for all SNCT grades.

Who it applies to

The pay award applies to all teachers, educational psychologists, music instructors, education support officers and quality improvement officers.

Supply teachers

Subject to any overpayments, all supply teachers who have worked from the 1 April 2018 will automatically receive any back dated pay on Thursday 30 May 2019.

When it's paid

All in scope employees will receive their back pay from 1 April 2018 to 31 March 2019 plus the increase from 1 April 2019 on Thursday 30 May 2019.

Pay slip details

Your back pay will be clearly identified and itemised on your payslip as 'Back Pay' for each of your individual payment types, which include payments in addition to your basic pay such as higher duties and paid leave.

Pay scales details

The Scottish Negotiating Committee for Teachers (SNCT) will be publishing the updated salary tables once finalised.

Once available, they will be updated in Part 2: Appendix 1 of the SNCT Handbook http://www.snct.org.uk/wiki/index.php?title=Appendix_2.1.

Pay award information

Main grade scale changes

The restructure of the teacher's main grade scale is effective from **1 April 2019** and is outlined as follows:

Current pay point	New pay point 1 April 2019
0 (Probationers)	0 (Probationers)
1	1
2	
3	2
4	3
5	4
6	5

Teacher's on the main grade scale pay points will be adjusted from 1 April 2019 as per the above table.

More details can be found on the SNCT website <http://www.snct.org.uk/>.

Tax, national insurance, universal credit, and benefits

Tax and national insurance impacts

You'll pay more tax and national insurance due to the changes to your pay.

Backpay from 1 April 2018 to 31 March 2019 and 1 April 2019 increase will be paid in May 2019. The 2019/2020 tax banding will apply on all payments made from 1 April 2019. This will impact colleagues in different ways, in some cases, the back pay may cause colleagues to enter a different tax banding.

It's your responsibility to ensure you are on the correct tax band and are paying the right amount of tax. More details about tax can be found on the HMRC webpage and if you have any queries about your circumstances contact HMRC directly, askHR is not able to provide tax advice to individuals.

HMRC website: <https://www.gov.uk/government/publications/rates-and-allowances-income-tax/income-tax-rates-and-allowances-current-and-past>

You should never compare back payment amounts with your colleagues, as there are so many variables such as tax or pay elements that can affect the final amount of payment due.

Universal credit impact

If you receive Universal Credit the amount you get changes if your take-home pay changes. This includes awards of backdated pay. If you get additional pay within a Universal Credit assessment period (month), your Universal Credit payment will either be less than you normally receive or your income may be too high to qualify for a payment.

Universal Credit is calculated based on your personal circumstances. Because of this we, as your employer, do not know how, or if, you may be affected.

If Universal Credit payments stop because you've had additional pay, you must start up your claim again. You should do this as soon as you can to make sure you do not miss out.

- Log into your UC journal and select the "Reclaim" tab. You will find this at the bottom of the screen.
- This will take you to a new screen where you will be asked to answer a few simple questions.
- If you have any problems doing this, contact your Work Coach or visit your local Jobcentre Plus.

Log into your UC journal for further information at www.gov.uk/sign-in-universal-credit.

You can get independent help and advice about Universal Credit from Citizens Advice Edinburgh on 0808 800 9060 or www.citizensadviceedinburgh.org.uk.

Student loan impacts

Student loans will be affected as follows:

- Plan 1 (pre-2012) loan - all earnings above 9% of the threshold are deducted for a student loan (Plan 1 threshold from April 2019 is £18,935 per annum).
- Plan 2 (post-2012) loan - all earnings above 9% of the threshold are deducted for a student loan (Plan 2 threshold from April 2019 is £25,725 per annum).

Tax, national insurance, universal credit, and benefits

Court orders, earnings and arrestment

Earnings arrestments are calculated based on your personal circumstances. Because of this we, as your employer, do not know how, or if, you may be affected.

The earnings arrestments table will change from 6 April 2019. To view the new bands, refer to <http://www.legislation.gov.uk/ssi/2018/345/made>.

This will have an impact on earnings exceeding £2,684.51, as it moves from 23% to 50% of earnings.

Pension contribution rates

The contribution rates for Scottish Public Pensions agency are available on their website http://www.sppa.gov.uk/index.php?option=com_content&view=article&id=121&Itemid=124.

Your pension contribution rate will be shown on your May payslip.

Long term leave or absences, and overpayments

Long term leave and absent employees

It's the managers' responsibility to contact and communicate the pay award information to all employees currently absent from the workplace. This includes employees who are ill, on maternity leave, paternity leave, special leave, career breaks, external secondments or who may be precautionary suspended from the workplace.

The back dated pay award and April 2019 pay award will apply to all employees in scope. Payment will not be made for periods of unpaid leave.

Overpayment impact

Employees who have an overpayment will receive the pay awards and associated back pay. Overpayment repayment plans will continue as agreed.

Leavers

Leavers

Subject to any overpayments, employees who left the Council on or after 1 April 2018 will receive a back dated pay award on 30 May 2019.

Overpayment repayment plans will continue as agreed.

All back pay will be made to the bank account we hold for each leaver. If bank details have changed, former employees should contact [askHR](#) on 0131 469 5555 by 7 May 2019 to change bank details. Ensure you have your employee number and bank account number and sort code to hand when you contact us.

Overpayment impact for leavers

You will receive any remaining back pay balance, once the amount is offset against any overpayment of salary owed by you. Former employees will be advised of the outcome.

HR cut off dates

HR cut off dates

The HR cut of date for payroll related changes and claims for May is **7 May 2019**.

Further information

Communications

On 29 April 2019 an **all employee communication** was issued containing links to:

- [our Orb page for further information](#) including this pay award information guide

Further information and updates

- Information can also be accessed on Edinburgh.gov.uk/payaward.
- HR information pages on the Orb [HR Information>Pay>Pay pages](#).
- Scottish Negotiating Committee for Teachers <http://www.snct.org.uk/>.

Keep an eye on the pay information pages on the Orb as we will continue to review this to ensure any frequently asked questions are addressed.

askHR

You should direct all queries to your manager in the first instance if the communications or information does not answer your query.

You can contact the [askHR team](#) on 0131 469 5555 or log on to [askHR portal](#) and submit a 'Ask HR a question' form using 'Pay Award' as the subject.