**School Teachers’ Pay 2023-24**

Please see attached pay scales for Teachers effective from 1 September 2023 to 31 August 2024, based on the School Teachers Review Body’s recommendations.

No pay uplift will be applied to the maximum values on the Leadership Group Pay Range (LGPR) or to maximum values on any of the eight headteacher group pay ranges. It does not apply where a head / deputy / assistant headteacher is not earning the maximum on a headteacher group pay range but is placed on one of the corresponding points on the LGPR – L18, L21, L24, L27, L31, L35 or L39 – which have all increased by 1% in each year between 2014 and 2017, 1.5% in 2018, 2.75% in 2019, no increase in 2020 and 5% in 2022.

Basic salary uplift with back pay will be paid in November 2023, and allowances with backpay in December 2023.

**Local Government Pay Award 2023/24**

Also attached are pay scales for Local Government Services (LGS) employees effective from 1 April 2023 to 31 March 2024.

Agreement was reached on the 2023 pay award for LGS employees, following national consultation with Unions that commenced in February 2023.

More information can be found at: [www.local.gov.uk/our-support/workforce-and-hr-support/local-government-services/local-government-pay-2023-24](http://www.local.gov.uk/our-support/workforce-and-hr-support/local-government-services/local-government-pay-2023-24)

The agreement:

1. For those in grades Band 1 to PO6, all full-time salaries (37 hours per week) will receive a £1,925 annual uplift. For part time workers, this increase is pro-rata based on your working hours / pattern.
2. For those in grades Special A to Special E, all salaries will increase by 3.88% full-time and pro rata.
3. For all allowances an uplift of 3.88% is applied. For example, standby, sleep-in payments etc.
4. For any employee who has worked overtime since April 2023, some overtime will be adjusted to new rates of pay in December 2023, the remainder will be adjusted and backpay paid in January 2024.

The pay award back pay will be calculated to 1 April 2023 or to your employment start date if later. Basic salary and back pay will be paid in December 2023. Allowances will be uplifted and backpay will be paid in January 2024. Back pay will be subject to Tax, National Insurance, and Pension contributions (where applicable).

**Key information for any staff who are in receipt of Universal Credit and how this Local Government pay award may impact this.**

**Universal Credit**

Universal Credit is calculated on your personal circumstances and because of this we do not know how, or if, you may be affected. Unfortunately, payment of backpay cannot be staggered over a period of months. It is monies due to the employee so must be paid as soon as practicable after the pay agreement is reached.

The Pay Award increase together with backdated payment may mean you will either receive a lower amount of Universal Credit than normal or you may even earn too much to qualify, and your Universal Credit claim maybe closed. If your claim closes, you will see a message on your Universal Credit Journal telling you about this.

If Universal Credit payments stop because of 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. You are able do this by logging into your UC journal and selecting the "Reclaim" tab. You may be asked to answer a few questions. Employees affected by this issue need to speak to their Universal Credit Work Coach via their online account or call the Universal Credit Helpline on 0800 328 5644.

You can access your UC Journal at [www.gov.uk/sign-in-universal-credit](http://www.gov.uk/sign-in-universal-credit)

An overview of Universal Credit can be found at [www.gov.uk/universal-credit](http://www.gov.uk/universal-credit)

**Financial Advice and Guidance**

All employees affected by this issue should speak to their Universal Credit Work Coach via their online account or call the Universal Credit Helpline on 0800 328 5644. It may be useful to upload a copy of this notification along with payslips showing the back pay payments.

**Student Loan Impacts**

Student loans will be affected if your salary goes above the threshold - the current salary threshold is £27,295 a year. More information can be found at [www.gov.uk/repaying-your-student-loan](http://www.gov.uk/repaying-your-student-loan)

You can get advice from Citizens Advice Bradford and Airedale and Law Centre, at Bradford Council.

Citizens Advice Bradford. This advice is free, impartial, and confidential. [www.citizensadvice.org.uk](http://www.citizensadvice.org.uk). Telephone number 0808 278 7828.

**Payroll Queries**

If you have a query upon receipt of your payslip, please contact Payroll by phone or email:

Schools and Academies – 01274 432428 - [Payroll-ExternalTeam@bradford.gov.uk](mailto:Payroll-ExternalTeam@bradford.gov.uk)

Note that Payroll are currently dealing with a high volume of enquiries, and will endeavour to respond to yours as soon as possible. Thank you for your patience at this very busy time.

**PACT HR have updated their pay policy and circulated to schools and academies that subscribe to their service.**