THE EDUCATION SPACE

Schools HR & Payroll UPDATE

03.

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Dear Colleague

This edition includes the following:

1. Quarantine for staff returning to the UK
2. Self-isolation prior to admission to hospital
3. Shielding
4. Teachers Performance Review 2019/20
5. Teachers 2020 pay award
6. Support staff 2020 pay award

Quarantine on staff returning to the UK

On 8 June, a two-week quarantine period was introduced for most people arriving in the UK. The government said imported cases had become a more significant risk to public health. However, as from 10th July 2020, persons in England from more than 50 countries including France, Spain, Germany and Italy will no longer need to quarantine. .

School employees returning from abroad, from a country that is not part of the 50 countries, will not be able to work in school until after they have spent 14 days in quarantine. This requirement will affect a school that has any employees planning to take a holiday abroad in the summer with a return date less than two weeks before the start of the autumn term. Consequently, schools are advised to establish how this may apply to their own school, for both the summer and autumn half term breaks. For employees whose return to work will be delayed, the school can choose from any of the following options when deciding the appropriate course of action to take: □ working from home □ to grant special paid leave □ to grant unpaid leave □ to require the employee to take additional annual leave □ to require the employee to make up the time lost over the course of the term.

In coming to such a decision schools may wish to consider the following circumstances in which the holiday was taken: □ extenuating circumstances, e.g. a family funeral abroad □ pre-booked holidays that were arranged before quarantine could have been envisaged □ pre-booked holidays that cannot be cancelled without incurring significant financial cost □ pre-booked holidays that the tour operator has not cancelled but has instead rescheduled on fixed dates which, if cancelled by the customer would be at financial cost to them. Please note that you can ask staff to see evidence of their holiday booking for clarification.

The key recommendation in relation to this issue is that Head teachers and senior managers have conversations with all their teaching and support staff about the potential impact of this governmental requirement.

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Self-isolation prior to admission to hospital

Any member of staff who is due to go into hospital as an in-patient (including day surgery) for planned or elective surgery / medical care must self-isolate, along with all members of their household, for 14 days prior to admission. Unless already on sick pay, all employees should remain on normal full pay for the duration of the self-isolation period and those who can work from home should do so. Employees should remain in contact with their head teacher or manager so that any changes of dates for hospital admission are discussed, particularly where this will require a change to or an extension of the period of self-isolation required. School leaders and managers will be required to accommodate these requests because of the current situation.

Shielding

Following the reduction in the prevalence of coronavirus (COVID-19) and relaxation of shielding measures from 1 August 2020, it is expected that all staff will attend school when schools fully open for the autumn term in September.

It remains the case that wider government policy advises those who can work from home to do so. We recognise this will not be applicable to most school staff, but where a role may be conducive to home working, for example some administrative roles; school leaders should consider what is feasible and appropriate.

There may be some staff who will express some levels of anxiety once shielding is over and it is advisable that they discuss this with their GP. If staff are to go off sick, diagnosed with stress or anxiety, you may want to consider a referral to your occupational health provider and follow your school's sickness absence management policy.

Teachers Performance Review 2019/20

Given these unprecedented times and the ways of working have changed, teacher's performance review and pay progression was recently discussed between the local authority and teaching unions. The default position will be that all teachers will progress by a full point and teachers who are on Section 9 (i.e. Teachers Experiencing Difficulties) will progress by at least half a point.

Teachers' 2020 pay award

The Government's decision on the School Teacher's Review Board recommendations is likely to be announced in the week commencing 20 July with an 8-week consultation period on the updated draft 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 School Teachers Pay and Conditions document (back dated to 1 September) are finally agreed.

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Support Staff 2020 pay award

Further to my last update on this dated 14 May 2020, the three trade unions have confirmed that they are to consult their members on the final pay offer of 2.75 % made by the employers' side back in April 2020.

The basis of the consultation is as follows:

- UNISON has confirmed that it will be consulting without a recommendation on whether the employers' final pay offer should be accepted or rejected. Its consultation will run to the end of July.
- GMB: has confirmed that it will be consulting without a recommendation on whether the employers' final pay offer should be accepted or rejected. Its consultation will run to the end of July.
- Unite: has confirmed that it will be consulting with a recommendation to reject the employers' final pay offer. Its consultation will run through to mid-August.

A conclusion to this year's pay negotiations is unlikely until the end of August at the earliest (assuming all three unions are able to reach a joint position on whether to accept the offer).

Should you have any queries, please do not hesitate to contact the following:

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Kind regards

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