

Pay award information – Learning & Teaching

askHR



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What has been agreed

2021-22 Pay Award for learning and teaching groups

CoSLA (Convention of Scottish Local Authorities) and Trade Unions have agreed to the 2021-22 pay award for learning and teaching groups (Teachers, QIOs, Instructors, Educational Psychologists, and Education Support Officers) across Scotland.

The pay award for those with a current salary under £80K:

- a 1.22% increase to salary effective from 01 April 2021
- a further 1% increase to salary effective from 01 January 2022.

The pay award for those with a current salary over £80K:

- £800 increase to salary effective from 01 April 2021.

The pay award will be pro-rated for colleagues who work part-time hours.

One-off £100 payment

In addition to the uplifts to salary pay points, employees who are in post on 31 March 2022 will receive a one-off non-recurring payment of £100. The payment will be made to permanent, temporary and supply colleagues and, if applicable, will be pro-rated accordingly.

All contracts will be considered when calculating payments for colleagues who have a mix of permanent, temporary, and supply contracts, up to a maximum of one FTE.

Permanent and temporary contracts

To calculate the payment, we'll look back at hours worked over the period 1 April 2021 to 31 March 2022. In calculating the payment, we'll take into consideration changes to contractual hours during this period, and we'll pro-rate accordingly for contracts that started part-way through the year.

Supply contracts

The payment will be calculated based on periods of engagement and hours worked over the period 1 April 2021 to 31 March 2022. In calculating the payment, we'll take into consideration contracts that started part-way through the year and pro-rate accordingly.

Sickness absence, maternity leave, employment breaks

The payment will not be adjusted for sickness absence, maternity leave, or employment breaks.

Promotion during period

The payment is a flat-rate payment. Any changes in normal pay resulting from promotion over the period won't affect the level of payment.

Secondment and acting-up

If the employee is being paid their normal SNCT pay while on secondment or acting-up, they'll be eligible for the £100 payment (pro-rated accordingly).

Salary conservation

Employees subject to salary conservation and who have SNCT terms and conditions will be eligible for the £100 payment.

Pension, tax, and national insurance

The payment is non-consolidated and is therefore not pensionable. The payment is subject to the normal deductions for tax and national insurance.

Who the pay award applies to

This 2021-22 pay award applies to Teachers, QIOs, Instructors, Educational Psychologists, and Education Support Officers.

Pay award information

When it's paid

All in scope employees (current and former) will receive their back pay from 1 April 2021. This will be paid to employees on Thursday 26 May 2022.

What elements of pay it affects

You'll be paid back pay for basic pay, additional or normal hours worked, holiday payments and other payments in line with the pay award percentage uplifts.

Your back pay will be clearly identified and itemised on your payslip as 'Back Pay' for each of your individual payment types.

Pay scale details

Updated pay scales for learning and teaching are available on the Scottish Negotiating Committee for Teachers website.

https://www.snct.org.uk/wiki/index.php?title=Part_2_Appendix_2.1_-_Revised_0422

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 2021 to April 2022 will be paid in May 2022. As we're following HMRC guidance, the 2022-23 tax banding and national insurance rate will apply to all payments made in May 2022. 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.

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.

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

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.

Log into your Universal Credit journal for further information: www.gov.uk/sign-in-universal-credit

Student loan impacts

Student loans will be affected if your salary goes above the threshold. The current salary threshold is £25,000.

Further information: <https://www.gov.uk/repaying-your-student-loan/what-you-pay>

Court orders, earnings, and arrestment

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

Earnings arrestment's table: <http://www.legislation.gov.uk/ssi/2018/345/made>

Pension contribution rates

Pension contribution rates for SPPA will automatically be updated in May 2022 in line with changes to salary.

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 in scope 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.

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.

Team budget impact for managers

The cost of the pay award will be added to budgets for City of Edinburgh Council-funded posts.

Payroll cut-off dates

May 2022

To allow processing time for the pay award during the month of May, the following will apply to monthly paid employees:

- submissions for claims or a change to an employee's contract must have been submitted by Friday 6 May 2022,
- any requests for change received after Friday 6 May 2022 will not be processed until June 2022 payroll.

Further information

Communications

On Thursday 7 April 2022 an employee communication was issued containing links to further information including this pay award information guide.

Employees with no access to ICT systems

They will receive a communication with their paper payslip in December and an email communication if they've signed-up to receive employee comms to their home email address.

Questions

You should direct all questions to your manager in the first instance if the communications or information doesn't answer your query.

As systems and payroll activities to deliver the changes for the 2021-2022 Learning and Teaching pay award are ongoing, it's not currently possible to provide information on payments for individual employees.