



SURREY

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HR&OD
Business Services
County Hall
Penryhn Road
Kingston-upon-Thames
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10 September 2018

Dear Headteacher

Schools Surrey Pay Review 2019/2020

We are writing to give you an update on the progress of the schools reward review.

During August, we met with the trade unions; GMB and UNISON and shared the scope of the programme, and impact on Surrey Pay staff in schools. In addition we discussed the timeline for the review which is set out below:

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|----------------------------|--|
| Proposed timelines: | The following are key project milestones: |
| 7 November 2018 | People, Performance and Development Committee (PPDC), proposals for consultation agreed. |
| December 2018 | Staff consultation, outcomes and final offer |
| January 2019 | Trade Union Ballot for collective agreement |
| February 2019 | PPDC, final decision |
| March – May 2019 | Changes confirmed to staff |
| April – August 2019 | Interim pay award for schools Surrey Pay staff |
| 1 September 2019 | Proposed start of new pay year |

We have scheduled meetings with the trade unions throughout the duration of the project. To ensure you are kept up to date with progress and actions we will provide regular formal and informal engagement. All documentation and copies of correspondence will be published on the schools reward webpages at www.surreycc.gov.uk/schoolsreward.

Next steps

A project update will be provided for circulation at the next schools forum and governors meetings:

- Schools forum 28 September 2018
- Schools' governors briefing 10 November 2018

In addition colleagues for the HR reward & policy team will be attending the autumn bursar briefing meetings to explain the scope of the project and to answer any questions. We encourage you to attend where applicable and to review the webpages on a regular basis.

Kind regards

Jackie Foglietta
Interim Head of SCC HR & OD

On behalf of the Schools Reward Steering Group

Steering Group Members

Jackie Foglietta, SCC Interim Head of HR & OD (Chair)
Liz Mills, SCC Assistant Director Schools & Learning
Mark Scarborough, SCC Principal Lead for the Virtual School
Caroline Cusselle, Babcock Lead Consultant
Lynn McGrady SCC Schools Finance Lead
Julie Smyth, SCC HR Policy & Reward Manager
Bessie Jibunoh, SCC Lead Consultant Policy & Engagement Schools
Rosemary Hucker, Representative Schools Governors Forum
Maria Wheeler, Representative Primary Schools Phase
Representative Secondary Schools Phase – name to be confirmed
Representative Special Schools Phase – name to be confirmed