

# **Schools Forum**

## **11 July 2018**

# **Schools Reward Review**

Phase 2: Surrey Pay Policies



SURREY

# Phase 2: Scope of reward review

The Schools reward programme aims to align Surrey Pay schools reward policies with non-schools as far as is practicable.

## Policies under review 2018/2019

All Support staff	Teachers
On-call Sick pay Annual leave Car user lump sum Recognition scheme Schools lettings arrangements Enhancement (unsocial hours working) Annual leave changes Pay model (pay progression) Linking pay to performance Pay year review Align schools and non-schools Surrey Pay bands	<b>Review local discretion on:</b> Car user lump sum (local discretion)

# Project key milestones 2018- 2019

**Sept 2018**  
Steering group  
proposals

**Nov 2018**  
PPDC  
Approval

**Nov 2018**  
Start of  
Staff  
consultation

**Dec 2019**  
End of  
staff  
consultation

**Jan 2019**  
Notice of  
change  
in contract

**April 2019**  
Implementation

## Notes:

- Overview of programme shared with trade unions at EJC 20 June 2018
- Trade Union consultations to commence July 2018
- Schools consultation and engagement will be maintained throughout the project via the school's reward webpages at: <https://www.surreycc.gov.uk/schoolsreward>

# Steering group members

## Steering Group Members

Jackie Foglietta, SCC Head of HR & OD (Chair)

Liz Mills, SCC Assistant Director Schools & Learning

Mark Scarborough, SCC Principal Lead for the Virtual School

Rosemary Hucker, Representative Schools Governors Forum

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

Representative Primary Schools Phase – name to be confirmed

Representative Secondary Schools Phase – name to be confirmed

Representative Special Schools Phase – name to be confirmed