

| Joint Union Claim | Employer Response |
|--|--|
| A review of the pay spine, including looking at the top end, and discussions about the link between how remuneration can be used to improve retention. | The Joint Secretaries will enter exploratory 'without prejudice' informal discussions in order to map out the practical considerations of how and when the pay spine might be reviewed once the future policy direction of the National Living Wage has been confirmed. |
| A review and improvement of NJC terms for family leave and pay. | <p>Agree to enter discussions on the broader family leave and pay issues.</p> <p>Also, to incorporate into the National Agreement's Maternity Scheme, the statutory provisions that provide for an additional week's leave for each week a neonatal baby is in hospital, for up to 12 weeks, paid currently at the statutory rate of £156.66 per week (or 90% of earnings, if less).</p> |
| A review of job evaluation outcomes for school staff whose day-to-day work includes working on Special Educational Needs (SEN). | <p>Rejects the call that outcomes are reviewed on the basis that these matters are for local determination.</p> <p>Model profiles for school support staff roles are ten years old. The Employers propose that the Job Evaluation Technical Working Group will conduct a review of all the 2013 profiles but this will be around terminology rather than what was called for which was looking at how roles in schools have changed with the increase in SEND and more challenging and complex behaviours.</p> |
| Consideration of a flat rate increase to hourly rates of pay in order to bring the minimum rate up to £15 per hour within two years. | Rejected. |
| Establish model role profiles for school support staff jobs, with advisory banding structures. | Rejected. |
| An additional day of annual leave for personal or well-being purposes. | Rejected. |