



Department
for Education

Education Data Division - Request for Change Form for CBDS

Section 1 - Details of Change (To be completed by the RFC Originator / CBDS Administrator)		
Project / Service: CBDS	Type of Change: New data items to record leadership pay	RFC 778
Name and team / company of RFC Originator: Gerard Hassett		
Originator Contact No: 020 73407921	Originator email address: Gerard.hassett@education.gsi.gov.uk	
Date RFC Raised: 27 January 2015	Date change required: For 2015 School Workforce Census	
Priority: 2	1 = Top - Ministerial or legislative requirement 2 = High - Senior official customer requirement or clear net benefit / efficiency saving to DSD, department or MIS suppliers 3 = Medium - Customer requirement, marginal net benefit 4 = Low - Nice to have, net cost, does not affect functionality, cosmetic change	
EDD Contacts: Gerard Hassett		
Change Title: Leadership Pay		

Data item / Rule Number:

1) New data item: Pay Framework

Metadata Requirements:

Sequential Number – TBA

CBDS Level – School Workforce

CBDS Module – Contract or Service

Identifier 1 – TBA

Identifier 2 – n/a

Data Item Name – Pay Framework

Description – Shows under which pay framework a leadership teacher is paid under

Type and format – A(7)

Code set / Valid values – [Pre2014] – Pre 2014 Pay Framework, [2014] – 2014 Pay Framework

Item level validation – None

XML Tag - <PayFramework>

Status – Active

History Notes – C

Multiplicity Notes – M

2) New data item: Pay Range Minimum

Metadata Requirements:

Sequential Number – TBA

CBDS Level – School Workforce

CBDS Module – Contract or Service

Identifier 1 – TBA

Identifier 2 – n/a

Data Item Name – Pay Range Minimum

Description – Shows the minimum of a leadership teacher's pay range

Type and format – 999999.99

Code set / Valid values – 0-999999.99

Item level validation – None

XML Tag - <PayRangeMinimum>

Status – Active

History Notes – C

Multiplicity Notes – M

3) New data item: Pay Range Maximum

Metadata Requirements:

Sequential Number – TBA

CBDS Level – School Workforce

CBDS Module – Contract or Service

Identifier 1 – TBA

Identifier 2 – n/a

Data Item Name – Pay Range Maximum

Description – Shows the maximum of a leadership teacher's pay range

Type and format – 999999.99

Code set / Valid values – 0-999999.99

Item level validation – None

XML Tag - < PayRangeMaximum >

Status – Active

History Notes – C

Multiplicity Notes – M

Description of change:

1) New data item 'Pay Framework', to show under which pay framework a leadership teacher is paid under. Current values are "Pre 2014 framework" and "2014 pay framework". This should be defaulted to "Pre 2014 framework" and be manually set to "2014 pay framework" when a leadership teacher is paid according to the new framework.

2) Addition of two data items, 'Pay Range Minimum (CBDS Ref tbc) and Pay Range Maximum (CBDS Ref tbc). Both to have format '999999.99'

Every leadership teacher will have a basic salary range within which they can expect to be paid while they remain in the same post at the same school.

Reason for change (including benefits):

The 2014 School Teachers Pay and Conditions Document (STPCD) introduced a new way to determine leadership teacher pay which is mandatory for all new appointees, but can also cover existing leadership teachers (if their Governing Bodies choose to review their salaries too). There are various differences between this new system and the pre-2014 system; the new system gives schools greater flexibility over setting salary ranges for schools leaders and also incorporates allowances differently. Up to 2013, schools reported all additional allowances separate from the basic pay of the teachers, including for leadership teachers. The 2014 STPCD now mandates that leadership teachers who are newly appointed from September 2014 will have all permanent allowances included as part of their basic salary, with temporary allowances remaining separate. It will be impossible to ascertain how schools are using allowances and their new freedoms over setting leadership pay without knowing which system has been used.

Every leadership teacher will have a basic salary range within which they can expect to be paid while they remain in the same post at the same school. This is determined by the governing body upon appointment of the leader and should be recorded. Knowing this minimum and maximum will allow greater precision in estimating the future pay bill.

Impact of not doing the change:

The department's forecasts of teacher pay costs will suffer if we can't identify those on the new pay system. If teachers paid under the new system generally have higher salaries than the old system then we will need to make assumptions that costs will increase over time. If we don't know who they are then we can't make any such assumption and in this case we would underestimate the future pressures on school funding. Likewise, knowing the headroom available for leadership teachers to receive pay rises (item 2) is imperative for knowing the maximum of future leadership teachers' pay costs. Pay data is also used in the form of evidence to the School Teachers' Review Body (STRB); the independent review body in place to make recommendations about teachers' pay. The department provides evidence to the STRB and the STRB also have access to the data themselves and perform their own analysis. The content and accuracy of this analysis is hugely important as they use it to make recommendations about the most appropriate reforms to teachers' pay. The more we know about the approach schools are taking to setting leadership salaries and salary ranges the better we can monitor the new pay reforms and future areas for reform can be identified (by DfE and the STRB).

ISB view of the proposed change:**Funding availability:**

Not applicable

Impact assessment to be undertaken by:

Core and School Workforce software suppliers

The School workforce working group

ISB

Date consulted:

6 February 2015

Response requested by:

20 February 2015

Section 2 - Impact Analysis (To be completed by Impact Assessors)

DfE Internal Colleagues' Summary of Impact Assessment:**Alternative Solutions / Workarounds (if appropriate):****Estimated Cost of Change:****Impact Assessed by (name):****Date:**

Section 3 - Outcome / Decision (To be completed CBDS Administrator)

Review Meeting: CBDS Administrator Review

Attendees: Gary Connell, Gerard Hassett, Ian Windress & Kirsty Bennett

Date of Review Meeting:

24/02/15

Brief Summary of Discussion:

No supplier comments.

Gerry confirmed that although the items are optional - this is a requirement from the teachers pay team as they would like to look into this particular data. Gerry explained this may be something we can look into after the 2015 collection to see how many workforce members entered for and possibly review if low.

Agreed to sign off RFC.

Accept / Reject:

Accept

Deferred to:**Type of Funding:****Fund Holder Agreement:****If Defer, provide details****If Accept, provide details:**

CBDS – New data items:

400353	Pay Framework
400354	Pay Range Minimum
400355	Pay Range Maximum

If Reject, provide details: