

Teacher Recruitment and Retention Incentives and Benefits

The School Teachers' Pay and Conditions Document states that governing bodies "may make such payments or provide such other financial assistance, support or benefits to a teacher as it considers to be necessary for the recruitment of new teachers and the retention in their service of existing teachers." However, it restricts the kind of payments which can be made to head teachers, deputy head teachers and assistant head teachers. They can only be awarded recruitment and retention benefits "as reimbursement of reasonably incurred housing or relocation costs".

This is one of the conditions and restrictions set out in the School Teachers' Pay and Conditions Document. The others are:

- The governing body "must conduct a regular, formal review of all such awards". Birmingham's advice to schools is that this should be done once a year. Until September 2013 there was a three-year limit to awards of recruitment and retention benefits, but this restriction was replaced by the requirement for a regular review.
- The governing body should also "make clear at the outset the expected duration of any such incentives and benefits, and the review date after which they may be withdrawn."
- Since 1st September 2014, when head teachers, deputy head teachers and assistant head teachers were excluded from being awarded recruitment and retention benefits except "as reimbursement of reasonably incurred housing or relocation costs", other recruitment and retention considerations in relation to a head teacher, deputy head teacher or assistant head teacher – including non-monetary benefits – must be taken into account when determining the pay range.
- Where a governing body has paid a continuing recruitment or retention incentive or benefit to an existing head teacher, deputy head teacher or

assistant head teacher before 1st September 2014, subject to review, "it may continue to make that payment at its existing value". This means that the payment cannot be increased in any way and is effectively frozen for as long as the governing body decides.

The school must issue a statement to the teacher, because this is required in respect of any change in pay.