

The Government's Good Work Plan

The Government's *Good Work Plan* published in response to *The Taylor Review of Modern Working Practices*, includes draft regulations which will place a legal obligation on recruitment agencies to provide key information to agency workers, including supply teachers.

The draft regulations will require employment agencies to provide each agency worker with:

- contact details of an enforcement officer at the Employment Agencies Standards Inspectorate (EAS) to report concerns;
- details about how the agency worker is employed and who is employing them;
- details of the organisation responsible for paying the agency worker;
- details of any fees to be deducted for services and the method for calculating the amount to be deducted from the agency worker's pay;
- details of any entitlement to annual holidays and associated holiday pay;
- a draft payslip to give agency workers a real-life illustration of the pay they can expect to receive.

Following campaigning by the NASUWT and representations made by the Union, the Government has also confirmed that it will address supply teachers' concerns about the 'Swedish derogation'.

The Swedish derogation allows an employment agency to pay less to a supply teacher who has qualified under the Agency Workers Regulations (AWR) for equal pay.

The Government's draft regulations aim to remove the ability of recruitment agencies to use the Swedish Derogation to avoid paying agency workers equal pay after 12 weeks.

Both of these changes should come into force from 6 April 2020.

Payslips for supply teachers

The **Employment Rights Act 1996 (Itemised Pay Statement) (Amendment) Order 2018** came into effect in April 2019 requiring all employees, including supply teachers as agency workers, to be provided with a payslip that itemised details, such as gross salary, any deductions (i.e. tax, National Insurance contributions) and the net salary received.

The Regulations require recruitment agencies to provide information about the pay received and the number of hours worked.

Members who are not provided with a payslip should contact the NASUWT immediately.

Student loan repayments

The NASUWT has been made aware of some supply agencies who are deducting money from supply teachers in respect of student loans.

The Student Loans Company, which administers the repayment of student loans on behalf of HMRC, calculates the thresholds for making repayments on the frequency of when someone is paid. It also depends on whether or not the student loan is a Plan A or Plan B loan.

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For the tax year 2019/20, the following earnings thresholds apply:

- weekly earnings: £364.13 (Plan A) and £494.71 (Plan B);
- monthly earnings: £1577.91 (Plan A) and £2143.75 (Plan B); and
- annual earnings: £18,935 (Plan A) and £25,725 (Plan B).

If a supply teacher earns more than either of the weekly or monthly amounts identified above during any given pay period, then they may still be expected to make student loan repayments, despite earning below the annual earnings threshold.

However, if the annual income is equal to or below the annual earnings threshold, then there is the facility to claim a refund on the amount paid at the end of the tax year.

If you require further advice and guidance, please contact the NASUWT.

Telephone: 03330 145550

E-mail: advice@mail.nasuwt.org.uk

Supply Teachers' Seminar and Consultation Forum

The Supply Teachers' Seminar and Consultation Forum will take place on 7 September at Warwick Conferences, The University of Warwick.

The seminar will provide access to continuing professional development, as well as providing an opportunity to network with other supply teachers.

The supply teacher consultation forum is open to all NASUWT supply teacher members and will be held on the evening of 6 September.

For further details contact go to: www.nasuwt.org.uk/supplysem2019/.



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