

Our Ref: Date: 02 March 2023
Enquiries to: Organisational Support Team
Tel: 01473 263942
Email: Edorgsupport@suffolk.gov.uk



To: All Headteachers and Chairs of Governors of Maintained Settings

**LMS Document
No. 2023/03**

Dear Colleague

Following the 2022 pay deal for support staff in LA maintained schools, all staff received the £1925 pay increase. With effect from 1 April 2023, annual leave for full time staff will increase by 1 day per year, regardless of grade or length of service. This will be pro-rated for part time and part year employees. Part time employees will see the change in annual leave entitlement in their salaries in their April 2023 pay onwards. Please see the table below which highlight the changes.

Full time current annual leave entitlement			Full time annual leave entitlement from 1 April 2023		
Grade	0 – 5 years' continuous service	Over 5 years' continuous service	Grade	0 – 5 years' continuous service	Over 5 years' continuous service
1 – 4	23 days (including two extra statutory days)	27 days (including two extra statutory days)	1 – 4	24 days (including two extra statutory days)	28 days (including two extra statutory days)
5 – 8	23 days (including two extra statutory days)	28 days (including two extra statutory days)	5 – 8	24 days (including two extra statutory days)	29 days (including two extra statutory days)

Some schools may be aware that in July 2022, as a result of a Supreme Court judgment (often referred to as the Harpur v Brazel ruling), the holiday pay entitlement for part year and irregular hours workers was increased. The Local Authority were making plans to implement this change, however, the Government launched a consultation about amending these arrangements. As such, the Local Authority have decided to wait and see what the outcome of the consultation is before implementing any changes. Unison, as the union which represents support staff locally, are aware this is the approach being taken. We will update you again once the outcome of the consultation is known.

Yours faithfully

Adrian Orr
Assistant Director – Education, Skills and Learning
Children and Young Peoples Directorate
Suffolk County Council