



Reference Number:	FOI20198405HA	11 June 2019
Date Received:	13-MAY-19	
You Requested:	Requestor: Helen Appelby	

Dear Durham County Council,

Can you please supply me with information relating to the following questions:

- In April, 2015, how many teaching assistants/HLTAs were paid above the normal grade to match their job title?
- In April 2016, how many teaching assistants/HLTAs were being paid above the normal grade to match their job title?
- In April 2017, how many teaching assistants/HLTAs were paid above the normal grade to match their job title?
- In April 2018, how many teaching assistants/HLTAs were paid above the normal grade to match their job title?

Of those paid above the normal rate how many were known to be members of:

1. GMB union?
2. Unison union?
3. Unite union?

Our Response:

Following the implementation of job evaluation in October 2012 all teaching assistant/higher level teaching assistant posts were matched to a grade dependent on the duties performed, grades were not dependent on post titles.

From implementation of the changes to teaching assistants working arrangements in January 2018 the number of different post titles has been reduced and all teaching assistants and higher level teaching assistant posts were re-evaluated and allocated to grades.

Teaching Assistants and Higher Level Teaching Assistants would only be paid above the grade of their post if they were undertaking additional duties over and above those included in their assessed grade, in which case any additional payment would have been made following a job evaluation assessment of the additional duties (if these were not already part of an assessed/graded post)

There are no employees which meet the criteria set out in your request – no Teaching Assistants/Higher Level Teaching Assistants have been paid above the normal grade to match their post title in the period requested.

Attachments: None

Exemptions Applied: None

The Public Interest Test: Not applicable

Review Procedure

I hope that this information is of assistance. However, if you feel that this particular request has not been complied with fully under the terms of the Act then please put your grounds in writing stating exactly why our interpretation of the Act and guidance has been incorrect and email that to: foi@durham.gov.uk.

After you have exhausted our internal appeals procedure, you also have a right of appeal to the Information Commissioner at:

Telephone: 0303 123 1113

Website: <https://ico.org.uk>

Christine Paciorek BA(Hons) PC foi and dp
Freedom of Information and Data Protection Officer
Information Management Team
Durham County Council