**Changes contained in the School Workforce Census Nov 2015**

* **Pay Review Date** is required for all teachers with contracts or service agreements.  The latest advice from the DfE explaining this new requirement is as follows -

Please note that in the data item '***Date of the last pay review***' the date required is the date of the pay determination. If the 2015 pay determinations were agreed on 15 Oct 2015 backdated to the 1 Sep 2015 and put into payment on 30 Oct then the 15 Oct 2015 should be recorded. If the 2015 pay determination has not yet been recorded and the 2014 pay determination salaries are to be reported in the 2015 School Workforce Census then that date should be recorded in the field. You will see that we are using the term pay determination as in some circumstances the pay determination may result in no award of a pay increase. (DfE response 8th Sep 15)

* **Pre 2014 framework** or **2014 pay framework** is now required for leadership teachers and the latest guidance from the DfE is as follows -

Indicates the pay framework under which leadership teachers are paid. Current values are "Pre 2014 framework" and "2014 pay framework". For contracts with a start date before 1/9/2014 the MIS will default to "Pre 2014 framework" and for those with a start date from 1/9/2014 will default to "2014 framework". (DfE Guidance July 15)

* Payment **start date** and **end date** is required for **TLR3**
* Pay range **minimum** and **maximum** is required for **leadership** teachers
* If a member of staff has an **English or Welsh Teacher Number** then this **should be** provided. **Scottish Teacher Numbers, overseas teacher numbers, made up numbers such as 0000001, temporary teacher numbers or 'TBC should not be** provided and the field should be left blank. Characters such as **'/'** **should not be** included in teacher numbers.
* The DfE's new credibility report will highlight any teachers that do not have a qualification in your file so we may contact you after the file is loaded to check this with you.  Your SIMS reports are the best way of checking you have all of this information in your data so please check these before you send a file to Management Information.