

Members will be aware that the St Bart's Multi-Academy Trust introduced new pay and appraisal policies in 2020 which break the link between pay and performance and reintroduce automatic pay progression, except where capability issues are being addressed.

Unfortunately, the policy also reintroduces two-yearly progression on the Upper Pay Range (UPR). The previous policy permitted annual progression and the NASUWT has successfully appealed on behalf of members using the old policy to secure annual progression.

The new policy also retains the threshold assessment for moving to the UPR.

The NASUWT has some concerns about the pay system in the St Bart's Multi-Academy Trust, particularly around transition to the UPR and policies not being applied consistently across the Trust. The Union has compiled a brief survey around the pay and appraisal process which can be accessed at: <https://www.surveymonkey.co.uk/r/sbmatsurvey>. The survey should take no more than five minutes to complete and will provide invaluable data for use in negotiations with the Trust. All responses will be handled in the strictest confidence and no personally identifiable data will be shared with the employer. The deadline for responses is 23 April 2021.



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