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Our Ref: 190920/ACADEMY TRUSTS/CK/TF



The Chief Executive

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General Secretary (Acting)
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Dear Chief Executive

2019/20 Teachers' Pay Award

The School Teachers' Review Body's (Review Body) 29th Report was published on 22nd July 2019, recommending the teachers' pay award for 2019/20.

The Report includes a stark message from the Review Body about the decline in teachers' salary levels since 2010: *'A decade of relative decline has taken the teachers' national pay framework too low in relation to the graduate labour market and the wider economy.'*

The Review Body has concluded that *'the steady decline in the competitiveness of the teachers' pay framework is a significant contributor to teacher supply difficulties across the country'*.

The Review Body has recommended a 2.75% pay increase on all teachers' pay ranges and allowances for 2019/20.

The Secretary of State for Education has proposed that 2.75% be added to the minimum and maximum of the teachers' pay ranges and allowances in the 2019 School Teachers' Pay and Conditions Document (STPCD).

The NASUWT recognises that the Review Body recommendations do not automatically cover academies/academy trusts. However in many academies the STPCD provisions are contractual and that academies recognise that in the context of a national crisis in teacher supply ensuring that there is at the very least parity between the pay of teachers in academies and those in maintained schools is important.

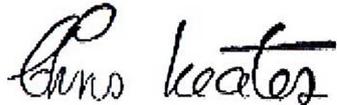
Whilst this award does not address the teachers' pay gap as a result of cuts in teachers' pay since 2010, the NASUWT expects that all teachers and school leaders employed by your academy/academy trust will receive a 2019/20 pay award of at least 2.75% and that this will be unconditional (i.e. not linked to performance and will also be in addition to any performance pay progression for which teachers are eligible).

I am sure that your academy/academy trust will wish to confirm to teachers that they will all receive a pay award of at least 2.75% for 2019/20.

In circumstances where employers do not meet the NASUWT's minimum expectations on teachers' pay set out in this letter, the NASUWT will consult members within your academy/academy trust on appropriate action to secure these. We hope, however, that such action will prove to be unnecessary given the irrefutable evidence that teachers are entitled to an award of far more than the 2.75% determined by the Government.

Thank you in anticipation of your cooperation in this matter.

Yours sincerely



Chris Keates (Ms)
General Secretary (Acting)

