

Progress on Teachers' Pay

Following detailed representations from the NASUWT, Congleton Multi-Academy Trust (Cmat) has confirmed it will apply a 2% pay award to all points on the teachers' main pay range in the 2017/18 academic year, and 1% to all other points and allowances. This decision follows the NASUWT submission of a robust and evidence-based pay claim earlier in this academic year.

The NASUWT is the only union to have submitted a detailed pay claim setting out, robustly, the challenges teachers face as a consequence of the Government's public sector pay cap.

The NASUWT pay claim emphasised that the 2017/18 award should have a threefold purpose: to attract teachers, to retain teachers, and to motivate teachers.

In the last five years, teachers in Cmat academies have fared particularly badly as a consequence of the Government's policy of pay restraint and the failure of the employer to use its discretion to prioritise rewarding teachers.

Following representations from the NASUWT, Cmat has now agreed a pay award that reflects the minimum expectations of the NASUWT, as follows:

- a minimum 2% paid to all teachers on the main pay range;
- a minimum 1% paid to all teachers on the upper pay range and leading practitioner pay range;
- a minimum 1% paid to all teachers on the leadership group and headteacher group pay ranges;
- a minimum 1% paid to all teachers on the Teaching and Learning Responsibility (TLR) and special educational needs (SEN) allowance ranges.

The NASUWT is disappointed that the decision to confirm the 2017/18 pay award was delayed. However, the employer has confirmed that the award will be backdated in full to 1 September 2017.

If any NASUWT member working in a Cmat academy has not received the pay award as outlined above, or is dissatisfied with how their pay progression has been **managed**, please contact the **NASUWT immediately**.

The NASUWT has not yet reached agreement with the employer on Pay or Performance Management policies.

NASUWT members are reminded that they should continue to follow the NASUWT advice on Performance Management which can be found at www.nasuwt.org.uk/performancemanagement.

Further details about the NASUWT industrial action can be found at: www.nasuwt.org.uk/industrialaction.

The NASUWT will continue to keep members updated on developments.



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