



Teachers' Pay Award 2018/19

Introduction

On 14 September 2018, the Westminster Government laid the Teachers' Pay Order before Parliament. The Department for Education (DfE) also published the 2018 School Teachers' Pay and Conditions Document (STPCD) for England and Wales on the same day, following a Government consultation on the draft STPCD which closed on 3 September 2018. The 2018 Teachers' Pay Order applies to teachers in Wales.

The Westminster Secretary of State for Education had previously proposed that the School Teachers' Review Body's (STRB's) Recommendation in its 28th Report of a 3.5% pay increase to all teachers' and school leaders' pay ranges and allowances should not be accepted in full. Details of the STRB's 28th Report are at: www.nasuwt.org.uk/strb.

The NASUWT robustly opposed the unacceptable and unprecedented refusal of the Westminster Secretary of State to accept in full the STRB's recommendations. The NASUWT's response to the DfE's consultation and on the draft STPCD are available at: www.nasuwt.org.uk/consultationresponses.

The 2018/19 Pay Award

The NASUWT's expectation is that schools and local authorities will make, as a minimum, the following pay increases, backdated to September 2018:

- 3.5% **to all teachers** on the unqualified and main pay ranges;
- 2% **to all teachers** on the upper pay range, the leading practitioner pay range and to all allowances;
- 1.5% **to all school leaders**.

It is unacceptable to the NASUWT for schools and local authorities to withhold pay from teachers and the NASUWT's General Secretary has written to all local authorities in Wales to make the Union's position clear.

The NASUWT's pay scales, applying the increases above to all teachers' and school leaders' pay values are available at: www.nasuwt.org.uk/payscales.

Continued overleaf

Funding for the Teachers' Pay Award

The Westminster Secretary of State has made provision for a teachers' pay grant for maintained schools and academies in England. The NASUWT challenged robustly the exclusion of schools in Wales from any additional funding.

The Union objected to this unequal treatment and argued that it was unacceptable not to provide schools in Wales, which were covered by the STPCD, with funding when academies in England, not covered by the STPCD, were receiving a grant. Teachers in Wales should not be treated less favourably.

On 14 September 2018 the Westminster Secretary of State confirmed that the Welsh Government will receive £8.7m in 2018/19 and £14.8m in 2019/20 to fund the teachers' pay award. The Welsh Government has not yet proposed how this funding will be distributed.

The NASUWT will be insisting to all schools that they must use this money for teachers' pay only and that they must also give priority within their budgets to ensure that all teachers and school leaders receive the pay award in full.

If members are concerned about their school or local authority's approach to the 2018/19 teachers' pay award, please contact rc-wales-cymru@mail.nasuwt.org.uk.



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