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Our Ref: 190911/DIRECTOR OF CHILDRENS SERVICES/CK/TF



The Director of Children's Services in England

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Dear Director

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's conclusion is that *'this steady decline in the competitiveness of the teachers' pay framework is a significant contributor to teacher supply difficulties. Until it is reversed, these difficulties will continue.'*

The Review Body has concluded that, *'without action this year to improve the competitiveness of the teachers' pay framework, there will be further deterioration in the state of teacher supply'* and 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). These are the only pay values for teachers published by the Government.

This award does not address the 20% teachers' pay gap caused by the cuts in teachers' pay since 2010. Nonetheless, the NASUWT expects all teachers and school leaders employed in maintained schools will receive the 2019/20 pay award of at least 2.75% and that this award will be unconditional i.e. not linked to performance and will be in addition to any performance pay progression for which teachers are eligible.

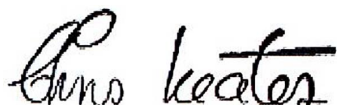
The NASUWT has condemned the late publication of the Review Body's 29th Report by the Secretary of State which has caused a delay in employers being able to consider this matter. The statutory consultation does not conclude until 13th September 2019. Notwithstanding this, the NASUWT does expect local authorities to have confirmed in principle, pending the outcome of the consultation and by the end

of September at the latest that all teachers and school leaders (not just those on the minima and maxima) in maintained schools will be receiving the pay award, backdated to 1st September 2019.

In circumstances where schools do not meet the NASUWT's minimum expectations set out in this letter. It is important that employers are aware that the NASUWT will consult its members 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 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)

