

Pay Award Update



The NASUWT submitted a pay claim calling for an award greater than the 2% for those on the main pay range as recommended by the School Teachers' Review Body (STRB). The claim referred to the fact that EMLC Academy Trust teachers have suffered significant real-terms pay cuts and that pay rates for posts in EMLC schools have also become increasingly less competitive compared to pay rates in other sectors.

The pay claim is available on the NASUWT website.

The General Secretary has also written to all employers, including EMLC, setting out the Union's minimum expectations in respect of teachers' pay.

The NASUWT, therefore, expects that academies, will guarantee the following:

- 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; and
- a minimum 1% paid to all teachers on the Teaching and Learning Responsibility (TLR) and special educational needs (SEN) allowance ranges.

Following further representations from the NASUWT, the Trust has revised its original decision and has agreed a pay award that reflects the minimum expectations of the NASUWT, including 2% to all teachers on the main pay range and a minimum of 1% to all teachers on all other pay ranges and allowances.

If any NASUWT member working in an EMLC 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.

Action Short of Strike Action (ASOSA)

Members are reminded that they should continue to follow the NASUWT advice on Performance Management at www.nasuwt.org.uk/performancemanagement in accordance with the national industrial action short of strike action instructions.

Please ensure that all NASUWT national industrial action instructions are being implemented fully in your school. For further details, go to:
www.nasuwt.org.uk/industrialaction.



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