

### The NASUWT presses E-ACT to reward teachers appropriately

The NASUWT submitted a detailed, comprehensive and evidence-based pay claim to E-ACT in May 2017, presenting the case for a substantial pay increase for teachers.

The pay claim draws on data provided by E-ACT about teachers' pay and equalities, teacher vacancy rates and funding levels within the Trust. The NASUWT's 2017/18 pay claim is available via <https://www.nasuwat.org.uk/advice/academies/eact-academies.html> or from [advice@mail.nasuwat.org.uk](mailto:advice@mail.nasuwat.org.uk).

### The School Teachers' Review Body's 27th Report

The School Teachers' Review Body (STRB) is the independent pay review body for teachers in England and Wales. The NASUWT has previously secured from E-ACT agreement that teachers will be employed in accordance with its provisions.

In July 2017, the STRB published its 27th Report and made very clear the priorities that schools must adopt in respect of teachers' pay, stating:

*'We consider that the state of teacher recruitment and retention requires action this year to begin to make teachers' earnings more competitive. The priority is to support recruitment and retention of teachers in the early stages of their career.'*

In accordance with the STRB's recommendations, the NASUWT has written to the employer to confirm the minimum expectations on teachers' pay.

These are that all schools and academy trusts will pay a minimum of 2% to all teachers on the main pay range and a minimum of 1% to all teachers on all other pay ranges, and also to allowances. These pay increases should not be linked to performance.

The NASUWT has pressed E-ACT to make a prompt and positive decision about the 2017/18 teachers' pay award, in the interests of E-ACT pupils as well as teachers.

The NASUWT believes that it will have a significant detrimental impact on the morale and motivation of teachers, and consequently on recruitment, retention and standards, if E-ACT does not award a minimum 2% pay increase to all teachers on the main pay range, together with a minimum 1% pay increase to all other teachers and on all allowances.

*Continued overleaf*

The NASUWT will continue to press the interests of teachers and will update members in E-ACT academies on developments in teachers' pay.

E-ACT's performance management and pay policies are not compliant with the provisions of the NASUWT's national action.

NASUWT members should continue to implement the NASUWT national action in respect of pay and appraisal in E-ACT academies. Where members are experiencing any issues regarding pay and appraisal, please contact the NASUWT immediately.

The NASUWT continues to run performance management briefings for members which cover the following key aspects of performance management and performance pay progression:

- how performance management review and planning meetings should be conducted;
- what 'good' 'looks like' in the objective-setting process for performance management;
- how to resist pupil targets and results being used as performance management objectives for teachers;
- how to avoid discriminatory outcomes in performance management;
- how to ensure that performance management does not lead to increased workload;
- how to ensure that performance management leads to successful pay progression.

Details of the performance management briefings in your area can be found on the NASUWT website.



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