

October 2017

Dear Member

### **Important Clarification on Performance Review and Staff Development (PRSD)**

PRSD is an important part of a teacher's work and informs progression to and on the upper pay scale (UPS).

PRSD arose out of joint agreement between unions and employers as part of the salary reform which led to the creation of the UPS. However, PRSD should only be taking place within the agreed PRSD Scheme.

The NASUWT has been made aware that a number of schools are implementing PRSD in a way that is outside of the agreed PRSD Scheme. If these circumstances arise in your school, you are protected by the NASUWT's Action Short of Strike Action Instructions which can be found at [www.nasuwt.org.uk/actionnorthernireland](http://www.nasuwt.org.uk/actionnorthernireland).

If individual school PRSD policies do not reflect the agreed Scheme, then there is no requirement for NASUWT members to take part in the PRSD process.

The most common way in which schools break the agreed PRSD Scheme include:

- breaking up each of the three objectives into sub-objectives;
- using PRSD to circumvent the NASUWT Action Instructions by taking elements of the action instructions and requesting them as evidence for successful completion of PRSD;
- implementing PRSD in such a way as to target NASUWT members whilst not obliging members of other unions to take part.

Please contact the NASUWT if your school is breaking the PRSD Scheme and make sure you are using the NASUWT Action Instructions to protect you from the misuse of the Scheme.

Best wishes



Chris Keates (Ms)  
General Secretary

