

September 2018

Dear Director of Education/Children's Services

### **2018/19 Teachers' Pay Award**

You will be aware that the 2018 School Teachers' Pay and Conditions Document (STPCD) has been published, following a short period of consultation over the summer break.

The STPCD implements the recommendations in the School Teachers' Review Body's (STRB's) 28th Report for England and Wales. The STPCD is statutory for all local authority maintained schools.

The 28th Report made the following recommendation on teachers' pay:

*'For September 2018, we recommend that all pay and allowance ranges for teachers and school leaders are uplifted by 3.5%.'*

Regrettably, this recommendation was not accepted in full by the Secretary of State for Education, and the Teachers' Pay Order, published on 14 September 2018, reflects the Secretary of State's decision to make a differential award to teachers on main, upper and leadership pay ranges.

The Westminster Secretary of State's decision is to implement the following pay award:

- i. a 3.5% uplift to the statutory minima and maxima of the main pay range and of the unqualified teachers' pay range;
- ii. a 2% uplift to the statutory minima and maxima of the upper pay range, the leading practitioner pay range and all allowances across all pay ranges;
- iii. a 1.5% uplift to the leadership pay ranges (including headteacher groups).

The NASUWT's expectations are that local authorities will seek to ensure that a **minimum** of:

- 3.5% is paid to **all teachers** on the unqualified and main pay ranges;
- 2% is paid to **all teachers** on the upper pay range and leading practitioner pay range;
- 1.5% is paid to **all teachers** on the leadership group and headteacher group pay ranges; and
- 2% is paid on **all allowances**.

### **Funding of the teachers' pay award**

Affordability of a pay award across the board should not be an issue for schools, as the STRB took this into account when making its recommendations.

In addition, the Welsh Government has made available additional funding for the teachers' pay award.

The NASUWT will expect local authorities to ensure that **this funding is used solely to support the teachers' pay award for 2018/19.**

The NASUWT has a shared aspiration with employers to secure and sustain high standards of education and, therefore, looks forward to you advising the schools in your local authority that the minimum expectation set out by the NASUWT above, should be paid with effect from 1 September 2018 to teachers and headteachers, making clear that no aspect of this award should be linked to performance. Pay progression under performance management/appraisal is an entirely different process.

In addition, it will be important to make clear to schools that the 2018 STPCD has maintained the provision that revisions to the school pay policy, which was in use during 2017/18, must be the subject of consultation with the NASUWT and with teachers.

The NASUWT has a pay policy checklist which it will be applying to all policies to ensure that they are fair and transparent. The following is a link to the checklist for your information: [www.nasuwt.org.uk/paypolicychecklists](http://www.nasuwt.org.uk/paypolicychecklists).

The NASUWT remains in a lawful trade dispute with the Westminster Secretary of State for Education over teachers' pay.

In making their decisions, employers should be aware that the NASUWT will not hesitate, with the support of members, to take industrial action in schools in furtherance of securing our expectations for the payment of teachers for 2018/19.

I would also be grateful if you would confirm in response to this correspondence that:

- you will be expecting schools to pay the percentages for each of the pay ranges to all teachers on those ranges;
- you will be expecting schools to pay 2% on all allowances;
- you will be monitoring the use of the additional funding for teachers' pay to ensure that it is spent on teachers' pay.

Thanking you in anticipation of your co-operation and positive response.

Yours sincerely



Chris Keates (Ms)  
**General Secretary**