

September 2018

Dear Principal/Headteacher

## 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. Whilst the provisions of the STPCD do not automatically apply to academies, the NASUWT believes that the pay provisions contained within the STPCD and underpinned by the 28th Report of the School Teachers' Review Body (STRB), represent the minimum expectations for the pay of all teachers and headteachers/principals in academies for 2018/19.

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, which was:

- 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 academies 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**.

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, working on the basis that schools have already budgeted for a minimum of 1% across the board, the Secretary of State has provided a teachers' pay grant for academies and maintained schools.

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

*(continued overleaf)*

The NASUWT has a shared aspiration with employers to secure and sustain high standards of education and therefore looks forward to your academy ensuring that the minimum expectation set out by the NASUWT above, is paid with effect from 1 September 2018 and that no aspect of this award will be linked to performance. Pay progression under performance management/appraisal is an entirely different process.

The NASUWT looks forward to engaging in consultations with you on any revisions to your school pay policy.

The NASUWT has a pay policy checklist against which all policies are checked 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 Secretary of State for Education over teachers' pay.

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

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

- you will be paying (as a minimum) the percentages for each of the pay ranges to all teachers on those ranges as outlined above;
- you will be paying (as a minimum) 2% on all allowances;
- you will be using all of your allocation of the teachers' pay grant on the teachers' pay award.

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

Yours sincerely



Chris Keates (Ms)  
**General Secretary**