

September 2018

Dear Colleague

2018/19 Teachers' Pay Award

As you will appreciate, supply teachers are committed and dedicated professionals who provide an invaluable resource for schools. As such, supply teachers make a vital contribution to securing high educational standards for all children and young people.

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, underpinned by the 28th Report of the School Teachers' Review Body (STRB), represents the minimum expectations for the pay of all teachers and headteachers/principals working in schools and academies with effect from 1 September 2018.

The STRB's 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).

Whilst supply agencies are of course free to set their own remuneration rates, the NASUWT expects that agencies will recognise the need to ensure that the national pay award is also applied to supply teachers.

At the very least, the NASUWT would expect that uplifts in payments to supply teachers mirror the minimum expectations we are placing on school and academy employers, which are 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**.

(continued overleaf)

As you may be aware, the NASUWT monitors the pay and conditions of supply agencies as we have thousands of supply teachers in membership. To ensure greater public transparency, we will be publishing the responses by supply agencies to the pay award and promoting those agencies which recognise and reward supply teachers as highly skilled professionals.

The NASUWT has a shared aspiration with employers to secure and sustain high standards of education and therefore looks forward to your agency ensuring that the minimum expectations set out by the NASUWT above are paid to all supply teachers with effect from 1 September 2018.

I would be grateful if you would confirm in response to this correspondence that you will be paying the NASUWT minimum expectations to the teachers working for your agency.

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

Yours sincerely

A handwritten signature in cursive script that reads "Chris Keates".

Chris Keates (Ms)
General Secretary