

Pay award update

The Local Government Association (LGA) has issued its circular for 2017/18 regarding the pay award for teachers working in residential establishments.

The NASUWT was the only union to make it clear that it was not in a position to agree to the circular as worded as it failed to go far enough in confirming our minimum expectations in respect of teachers' pay.

The NASUWT expects that the employer will guarantee the following:

- a minimum 2% paid to all teachers on the main pay range;
- a minimum 1% paid to all teachers on the upper pay range and leading practitioner pay range;
- a minimum 1% paid to all teachers on the leadership group and headteacher group pay ranges; and
- a minimum 1% paid to all teachers on the Teaching and Learning Responsibility (TLR) and special educational needs (SEN) allowance ranges.

Disappointingly, the LGA has decided to award only 2% to the minima and maxima of the main pay range and just 1% to teachers on all other pay ranges. This is below the NASUWT's minimum expectations.

The NASUWT has written to the employer pointing out that such a derisory award demonstrates that the LGA is not serious about addressing the issue of recruitment and retention across the teaching profession.

The NASUWT is the only union that has not accepted the employer's offer.

Where NASUWT members in residential establishments are informed incorrectly that the NASUWT has agreed to accept the pay award for 2017/18, they should notify the NASUWT immediately.

If any NASUWT member working in a residential establishment has not received the pay award as outlined above, or is dissatisfied with how their pay progression has been managed, please contact the NASUWT immediately.

Action Short of Strike Action (ASOSA)

Members are reminded that they should continue to follow the NASUWT advice on performance management at: www.nasuwt.org.uk/performancemanagement, in accordance with the national industrial action short of strike action instructions.

Further details of the action can be found at: www.nasuwt.org.uk/industrialaction.

**Please ensure that all NASUWT national industrial action instructions are being implemented fully in your school. For further details, go to:
www.nasuwt.org.uk/industrialaction.**



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