



School Pay Policies NASUWT/NUT Checklist

PURPOSE OF THE CHECKLIST

The NUT and the NASUWT believe that a fair, transparent and consistent pay policy, which recognises and rewards teachers as highly skilled professionals, is a key element in effective school improvement.

School pay policies which accord with the provisions in this checklist will help to recruit, retain and motivate teachers, provide the basis for sound financial and personnel planning and minimise the risk of grievance and discrimination.

The checklist sets out the minimum requirements for an effective pay policy and is entirely consistent with the revised statutory provisions for teachers' pay due to take effect from 1 September 2013.

The NASUWT and NUT model school pay policy incorporates all of the provisions of this checklist and is consistent and compliant with all statutory requirements.

The publication of the NUT and NASUWT joint checklist does not represent an acceptance of changes to the teachers' pay system introduced or proposed by the Department for Education.

The NASUWT and NUT are committed to securing a national pay structure in England and Wales which applies statutorily to all maintained schools and academies.

PAY DECISIONS FOR SEPTEMBER 2013

The revised procedures on pay progression do not take effect until September 2014. Applications for progression to the Upper Pay Scale from September 2013 (i.e. Round 13), progression on the Main and Upper Pay Scales and pay determinations for new appointees taking up posts prior to September 2014 will therefore be carried out in accordance with the provisions of the 2012 School Teachers' Pay and Conditions Document (STPCD).

Pay Awards

The school is committed to award a minimum one per cent pay uplift to all existing pay points and allowances for all teachers from September 2013 and to a greater award if that is the outcome of the School Teachers' Review Body (STRB) pay review process.

PAY DECISIONS FROM SEPTEMBER 2013

Performance management/appraisal of teachers

- Performance management/appraisal procedures at the school will operate in accordance with the joint NASUWT/NUT checklist.

Salary determination

- The school will determine the salary of a teacher on an annual basis and notify the teacher in writing of the salary determination by 31 October each year with effect from 1 September of that year.

Determining the pay of appointees/maintaining 'pay portability'

- The school is committed to the principle of pay portability and will apply this principle in practice when making all new appointments.

Determining the pay ranges for vacant teaching posts

- The school will not restrict the pay available for appointees to vacant classroom teacher posts, other than the lower limit of the Main Pay Range and the upper limit of the Upper Pay Range.

Main Pay Range – pay scale

- Teachers on the Main Pay Range will be paid on the six-point scale on the Main Pay Range attached.

Main Pay Range – pay progression

- Teachers will be awarded pay progression on the Main Pay Range following a successful performance management/appraisal review.
- Reviews will be deemed to be successful unless significant concerns about standards of performance have been raised in writing with the teacher during the annual performance management/appraisal cycle and have not been sufficiently addressed through support provided by the school by the conclusion of that process.
- Teachers in their induction year will be awarded pay progression on the successful completion of induction.

Moving from the Main Pay Range to the Upper Pay Range

- Teachers who apply to move to the Upper Pay Range from point six of the Main Pay Range will be awarded progression to that Range having regard to the two most recent performance management/appraisal reviews.

- Reviews will be deemed to be successful unless significant concerns about standards of performance have been raised in writing with the teacher during the annual performance management/appraisal cycle and have not been sufficiently addressed through support provided by the school by the conclusion of that process.

Upper Pay Range – pay scale

- Teachers on the Upper Pay Range will be paid on the three-point scale on the Upper Pay Range attached.

Upper Pay Range – pay progression

- Teachers will be awarded pay progression on the Upper Pay Range following two successful performance management/appraisal reviews.
- Reviews will be deemed to be successful unless significant concerns about standards of performance have been raised in writing with the teacher during the annual performance management/appraisal cycle and have not been sufficiently addressed through support provided by the school by the conclusion of that process.

Advanced Skills Teachers (ASTs)/Excellent Teachers (ETs)

- Existing ASTs/ETs will be assimilated to the Leading Practitioner Pay Range at a pay point or individual pay range which maintains as a minimum their existing pay entitlements.

TLR payments

- TLR1 and TLR2 payments will be allocated in accordance with the criteria attached.
- Teachers will not be expected to undertake permanent additional responsibilities without payment of a permanent TLR1 or TLR2 payment.
- Clear criteria for the award, level and duration of time-limited TLR3 payments will be set out. There will be full consultation with union representatives and agreement with the NASUWT and NUT before the decision is made to make any such payment.

Appeals procedures

- Teachers have the right to make representations and to appeal about any aspect of their pay or pay progression in accordance with an appeals procedure within the policy which meets, as a minimum, the statutory requirements on disputes resolution.

Monitoring and review of the policy

- The policy will be monitored and reviewed by the relevant body in conjunction with union representatives on an annual basis. An annual written report on the operation of the pay policy, recording pay decisions taken and equality impact, will be provided to union representatives.

PAY SCALES ON THE MAIN AND UPPER PAY SCALES

	E&W generally	Inner London	Outer London	Fringe Area
Main Pay Scale				
1	21,588	27,000	25,117	22,626
2	23,295	28,408	26,674	24,331
3	25,168	29,889	28,325	26,203
4	27,104	31,446	30,080	28,146
5	29,240	33,865	32,630	30,278
6	31,552	36,387	35,116	32,588
Upper Pay Scale				
1	34,181	41,497	37,599	35,218
2	35,447	43,536	38,991	36,483
3	36,756	45,000	40,433	37,795

The salary values contained in the above pay scales reflect the 2012 STPCD pay scales. A pay award is pending.

CRITERIA FOR TLR1 and TLR2 PAYMENTS

Before awarding a TLR1 or TLR2 payment, the school must be satisfied that the teacher's duties include a significant responsibility that is not required of all classroom teachers and that:

- (a) is focused on teaching and learning;
- (b) requires the exercise of a teacher's professional skills and judgement;
- (c) requires the teacher to lead, manage and develop a subject or curriculum area, or to lead and manage pupil development across the curriculum;
- (d) has an impact on the educational progress of pupils other than the teacher's assigned classes or groups of pupils; and
- (e) involves leading, developing and enhancing the teaching practice of other staff.

In addition, before awarding a TLR1, the school must be satisfied that the significant responsibility referred to above includes line management responsibility for a significant number of people.