

December Pay Bulletin (England)

England Pay Award

The School Teachers' Pay and Conditions (England) Order 2023 came into force on 3 November 2023, giving legislative effect to the School Teachers' Pay and Conditions Document (STPCD) 2023.

From 3 November 2023, the STPCD pay rates applied a 6.5% uplift to all pay points and allowances for both teachers and school leaders, apart from M1, which receives a 7.1% uplift in England and a 6.8% uplift in the London Fringe area.

Teachers who are contractually entitled to be paid under the terms of the STPCD should ensure that their employer backdates the pay award to September 2023 at the earliest opportunity.

The updated pay scales are available on the NASUWT website for both [England](#) and the [London Areas](#) at: www.nasuwt.org.uk/PayScales.

NASUWT expects all employers (local authorities and multi-academy trusts) to consult on any changes to their pay policies with all recognised unions.

NASUWT Representatives and negotiators are not authorised to reach local agreements with schools or employers which do not satisfy our demands for a pay award of at least 10% in 2023-24.

The Government's pay proposals currently fall far short of NASUWT's demand for real-terms pay restoration for all teachers and school leaders.

NASUWT is committed to campaigning for a Better Deal for Teachers and remains in dispute with the Government.

Upper Pay Range Teachers and Additional Responsibilities

Members' have reported to NASUWT that teachers paid on the upper pay range (UPR) are increasingly being told by their employer that they should be undertaking additional teaching and learning or management responsibilities as a result of being paid as a UPR teacher. This is categorically incorrect and should be immediately challenged with the employer.

All teachers, including teachers paid on the UPR, should not be expected to undertake any permanent additional responsibilities without the payment of a permanent Teaching and Learning Responsibility (TLR) payment - TLR1 or TLR2 payment. Guidance from the Department for Education (DfE) confirms that:

Schools should try to avoid confusing or conflating the criteria and factors for the award of TLR payments with the criteria for movement to the upper pay range, both within the context of additional responsibilities, objective-setting and when making pay decisions.

The DfE's advice on access to the UPR is contained within: *'Implementing your school's approach to pay: guidance for maintained schools and local authorities'* (pages 22-25):

www.gov.uk/government/publications/reviewing-and-revising-school-teachers-pay.

Performance Management Objectives

NASUWT has produced a range of guidance to assist you in taking control of your performance management so that you are able to secure a successful outcome, enhance your career progression and maximise your opportunity for pay progression.

In schools that operate a performance management policy/appraisal procedure, the school policy should operate in accordance with the NASUWT checklist.

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.

You should not participate in any appraisal/performance management process which does not conform to all elements of the NASUWT appraisal/performance management checklist and the classroom observation protocol, which are available on the NASUWT's website at:

www.nasuw.org.uk/PerformanceManagement.



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