

# MEMBERS' BULLETIN

## **Pay Award Update 2024/25**

The Local Government Association (LGA) has issued its circular for 2024/25 regarding the pay award for teachers working in residential establishments.

### **England**

The LGA circular confirms that there will be pay increases for 2024/25 for those classroom and leadership teachers employed under the terms of the School Teachers' Pay and Conditions Document (STPCD).

Further details on the 2024/25 pay award for teachers working in residential establishments in England can be found at: [www.nasuwt.org.uk/PayAwardEngland](http://www.nasuwt.org.uk/PayAwardEngland).

Whilst not referenced in the circular, it should be noted that the revised STPCD in England permits the decoupling of pay from performance management.

Whilst not referenced in the circular, it should be noted that the revised STPCD now requires employers in England to make a choice about whether or not they will decouple pay from performance management. Residential establishments should be cognisant of this when revising pay policies.

Indeed, NASUWT maintains that performance-related pay must be removed and pay and performance management policies amended accordingly. The Union has published updated checklists for **pay** and **performance management** policies with no link between pay and performance that should be used to guide employers' revisions to these policies.

### **Wales**

For teachers in residential establishments in Wales, pay arrangements are set by the School Teachers' Pay and Conditions (Wales) Document (STPC(W)D). The pay scales for teachers in Wales are mandatory and establishments are therefore expected to revise their pay scales accordingly.

Further details on the 2024/25 pay award for teachers working in residential establishments in Wales can be found at: [www.nasuwt.org.uk/PayAwardWales](http://www.nasuwt.org.uk/PayAwardWales).

As such, residential establishments in England and Wales should revise their pay scales accordingly.