

**NASUWT advice to employers on
the changes to the School Teachers'
Pay and Conditions Document
(STPCD) 2024-25**

There have been four key changes to the STPCD 2024-25. In this guidance to employers, NASUWT sets out its position on these changes and has provided links to policy checklists to support employers when reviewing policies.

Underpinning three of the four changes are key improvements that, when implemented, have the very real potential to start to drive down teacher and leader workloads and start to provide some much-needed flexibility to teachers to support a better work/life balance.

(1) A pay uplift of 5.5% to all pay values and allowances – full details and updated salary values can be found at: [Pay Award 2024-25 \(England\)](#).

NASUWT expects all employers to consult on any changes to pay policies with the Union. When this process has been finalised, the 5.5% pay award MUST be backdated to 1 September 2024.

NASUWT's Pay Policy checklist can be found here – [School Pay Policies Checklist For Schools With No Link Between Pay And Appraisal](#).

(2) The option for employers to remove performance-related pay (PRP).

NASUWT's position is that employers should remove PRP, which they are permitted to do in accordance with the provisions of the STPCD 2024-25.

NASUWT's PRP policy checklist can be found here – [Performance-related Pay \(PRP\) Checklist For Employers With No Link Between Pay And Appraisal](#).

In her statement to Parliament on 29 July 2024, the Secretary of State, Bridget Phillipson, stressed that the STPCD 2024-25 would:

'remove the requirement for schools to use PRP to reduce the workload burdens that this can have on some schools.'

The excessive workload burdens are well documented and remain the main driver for teachers leaving the profession. This change represents a huge opportunity for all employers to reduce the workload of teachers and leaders.

NASUWT has identified [Ten Good Reasons to Break the Link Between Pay Progression and Performance Management](#).

In addition to updating the policy provision to remove PRP, NASUWT has also produced an updated [Capability Policy checklist](#).

(3) Clarification that, 'where reasonably appropriate and agreed by both the individual teacher and the relevant body, PPA can be taken in one weekly unit and it can be taken away from the school site'.

NASUWT knows that schools have always been able to allow teachers to take their PPA time away from the school, subject to agreement between the teacher and their employer. This has provided important flexibilities for teachers and leaders that have made positive differences to their work/life balance. The STPCD 2024-25 now includes the following wording:

'Where reasonably appropriate and agreed by both the individual teacher and the relevant body, PPA can be taken in one weekly unit and it can be taken away from the school site.'

In her statement to Parliament on 29 July 2024, the Secretary of State, Bridget Phillipson, said that the STPCD would provide:

'clarity (to) the position on PPA time, so schools are clear that teachers can use this time at home to provide greater flexibility for teachers.'

(4) Administrative tasks (Annex 5) have been moved from the guidance section to the contractual pay and conditions section.

NASUWT's position is that teachers should not be contractually required to undertake any activity set out in the list of administrative tasks. NASUWT successfully challenged the previous government in ensuring that the list of administrative tasks that teachers should not be expected to undertake possesses contractual force rather than possessing the status of mere guidance. The whole purpose of agreeing a list of administrative tasks, which is now contractual, was to provide important clarity for both teachers and school leaders as to what tasks teachers could not be instructed to undertake as part of a package of measures to reduce workload.

It has been a long-standing principle that teachers should not ordinarily be required to carry out tasks that are largely administrative or clerical in nature and which do not require the professional expertise of a teacher. The list in Annex 5 (STPCD 2024-25) is an updated version of the '21 tasks list' that was in this Document until 2013.

The key questions for any task must be:

- a) Does it need to be done at all?
- b) Is the task of an administrative or clerical nature?
- c) Does it call for the exercise of a teacher's professional skills or judgement?

If the answers to a) and b) are yes but the answer to c) is no, then the task should not routinely be carried out by a teacher.

Therefore, all schools should review with NASUWT members the list of administrative tasks they believe teachers should not routinely undertake for the reasons detailed above.