

SCHOOL PAY POLICIES CHECKLIST

PURPOSE OF THE CHECKLIST

On 29 July 2020, the Independent Welsh Pay Review Body (IWPRB) issued its 2nd Report, making recommendations about the 2020/21 teachers' pay award.

The IWPRB made a series of ground-breaking recommendations about teachers' pay, which were accepted by the Minister of Education and have now been incorporated into the School Teachers' Pay and Conditions (Wales) Document (STPC(W)D).

The NASUWT believes 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 consistent with the statutory provisions for teachers' pay effective from 1 September 2020.

The publication of the NASUWT checklist does not represent an acceptance of changes to the teachers' pay system introduced or proposed by the Welsh Government.

PAY DECISIONS FOR SEPTEMBER 2020

Pay Assimilation

- The school will assimilate all teachers into the appropriate 2019 pay point.
- Any teacher whose current salary does not exactly correspond to such a point should be assimilated at the next highest scale point.
- Teachers on or assimilated at scale point M6a and M6b of the 2019 advisory scales will be updated to scale point M6 (max) of the 2020 Main Pay Scale.

Pay Awards

- The school will adopt the national statutory pay scales which are included in the STPC(W)D.
- The school will implement the transition to the national pay scales by placing teachers on an equivalent or higher pay point, then apply any performance pay increase to the teacher, as appropriate.

Pay Progression

- A teacher on scale points M1 to M5 of the Main Pay Scale will be awarded progression of one point following completion of a year of employment as a qualified teacher during the previous school year, unless the teacher has been subject to a formal capability process.

PAY DECISIONS FROM SEPTEMBER 2020

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.
- The school will ensure that performance is no longer used as a criterion for assessing salaries within pay ranges, and that teachers move up one point of their newly introduced national pay scales on an annual basis.
- The only exception is where teachers are subject to a formal capability process.

Determining the pay of appointees/maintaining 'pay portability'

The IWPRB recommended that 'pay portability' is reintroduced on a statutory basis in September 2021, and that criteria will be developed to that end.

- 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 Scale.

Main Pay Scale

- Teachers on the Main Pay Range will be paid on the five-point scale on the Main Pay Scale below.

Main Pay Range – pay progression

- Teachers will be awarded pay progression annually of at least one point on the Main Pay Scale.
- If following a performance management/appraisal review the performance is deemed to be exceptional, then teachers may advance by more than one point.
- Teachers in their induction year will be awarded pay progression on the successful completion of induction.
- Where teachers are subject to a formal capability process, a decision may be made to withhold pay progression.

Moving from the Main Pay Scale to the Upper Pay Scale

- Teachers who apply to move to the Upper Pay Range will be awarded progression to that Scale with regard to their most recent performance management/appraisal review.
- The review will be deemed to be successful unless the teacher has been placed on a formal stage of the capability process.

Upper Pay Scale

- Teachers on the Upper Pay Scale will be paid on the three-point scale below.

Upper Pay Range – pay progression

- Teachers will be awarded pay progression biennially of at least one point on the Upper Pay Scale following a successful performance management/appraisal review.
- A teacher may be awarded progression on an annual basis if their performance is deemed exceptional.

- The review will be deemed to be successful unless the teacher has been placed on a formal stage of a capability process.

Teaching and Learning Responsibility (TLR) payments

- TLR1 and TLR2 payments will be allocated in accordance with the criteria below.
- Teachers will not be expected to undertake permanent additional responsibilities without 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 before the decision is made to make any such payment.

Leading Practitioner Pay Scale

The STPC(W)D does not include a full pay scale for leading practitioners but provides a range only. The STPC(W)D does, nevertheless, require the relevant body to determine an individual pay range within the leading practitioner pay scale. To facilitate this, the NASUWT has published a Leading Practitioner Pay Scale.

- The school will implement the NASUWT pay scales for all leading practitioners and will appoint all leading practitioners to a five-point range from the scale set out below.

Leadership pay spine

- The school will implement the leadership pay spine for all school leaders and will appoint any school leaders to an appropriate range from the scale set out below.
- The school will appoint headteachers to a seven-point pay range, and deputy and assistant headteachers to a five-point range from the scale set out below.

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

Main Pay Scale	2020	Upper Pay Scale	2020	Teaching and Learning Responsibility Payments	2020
M1 (min)	£27,018	Min U1	£38,690	TLR 1	£8,291- £14,030
M2	£27,018	U2	£40,124	TLR 2	£2,873 - £7,017
M3	£29,188	Max U3	£41,604	TLR 3	£571 - £2,833
M4	£31,436				
M5	£33,912				
M6 (max)	£37,320				

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 payment, the school must be satisfied that the significant responsibility referred to above includes line management responsibility for a significant number of people.

Lead Practitioners

Spine Point	2020	Spine Point	2020
Min 1	£42,402	10	£52,983
2	£43,465	11	£54,357
3	£44,550	12	£55,610
4	£45,658	13	£57,000
5	£46,796	14	£58,421
6	£47,969	15	£59,875
7	£49,261	16	£61,467
8	£50,397	17	£62,878
9	£51,656	Max 18	£64,461

Unqualified Teachers

Scale Point	2020
Min 1	£18,169
2	£20,282
3	£22,394
4	£24,507
5	£26,622
Max 6	£28,735

Leadership Group

Spine Point	2020	Spine Point	2020
L1	£42,195	L23	£72,497
L2	£43,251	L24	£74,295
L3	£44,331	L25	£76,141
L4	£45,434	L26	£78,025
L5	£46,566	L27	£79,958
L6	£47,735	L28	£81,942
L7	£49,019	L29	£83,971
L8	£50,151	L30	£86,061
L9	£51,402	L31	£88,187
L10	£52,723	L32	£90,379
L11	£54,091	L33	£92,624
L12	£55,338	L34	£94,914
L13	£56,721	L35	£97,273
L14	£58,135	L36	£99,681
L15	£59,581	L37	£102,159
L16	£61,166	L38	£104,687
L17	£62,570	L39	£107,239
L18	£64,143	L40	£109,914
L19	£65,735	L41	£112,660
L20	£67,364	L42	£115,483
L21	£69,031	L43	£117,197
L22	£70,745		