

2018 Pay Survey



NASUWT Pay Survey 2018 – Wales

The annual opinion survey of NASUWT teacher and school leader members in Wales was carried out during December 2018 and January 2019.

Over 500 teachers and school leaders responded to the survey.

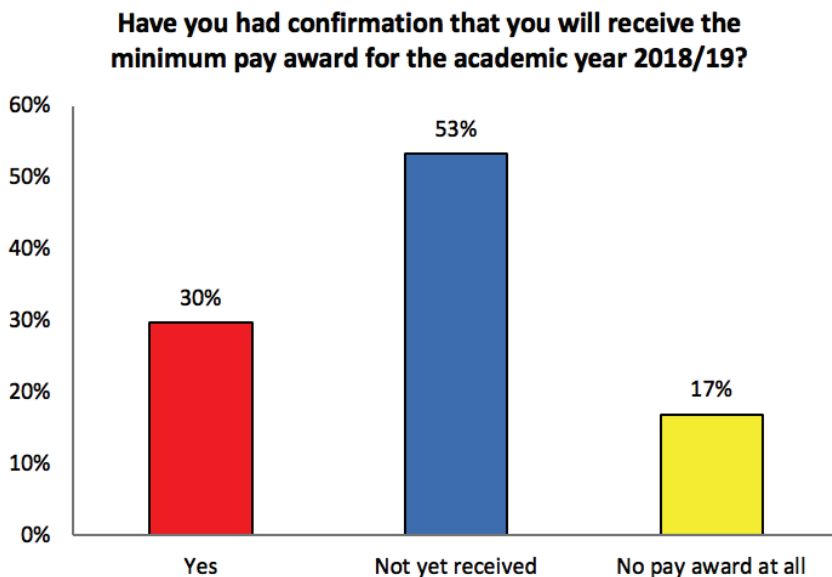
Members were asked a series of questions about their pay and pay progression and other issues that concerned them.

Summarised below are the responses of teachers to key questions in the NASUWT 2018 Teachers' Pay Survey.

The full survey will be published on the NASUWT website.

The teachers' pay award 2018/19

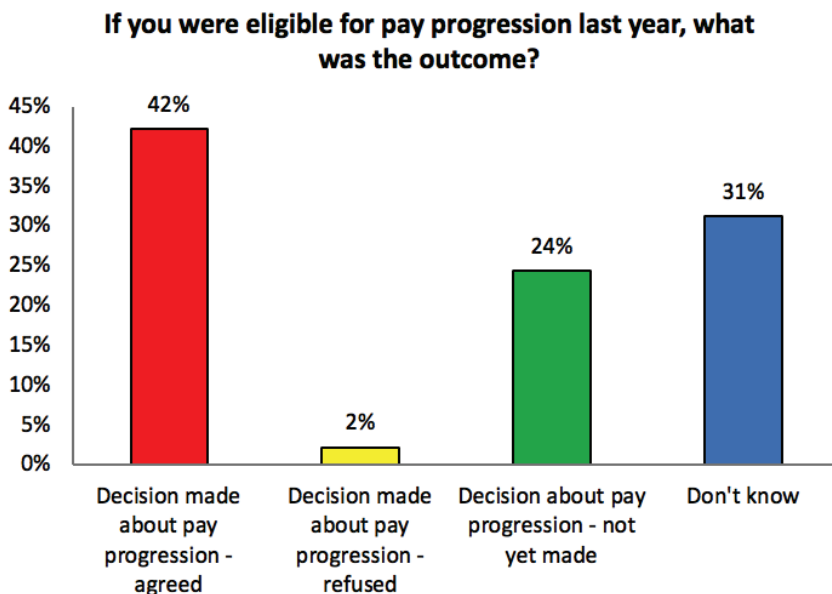
When asked whether they had received the minimum pay award of 3.5% for teachers on the main pay range, 2% for those on the upper pay range and 1.5% on the leadership range, for the academic year 2018/19, 70% of teachers said that they had not received the minimum pay award.



Pay progression for 2017/18

When asked about pay progression, only 42% of those eligible said that their pay progression had been agreed, 2% had pay progression refused and 24% had not yet had their pay progression decision made, despite the fact that there is a statutory requirement in maintained schools for such decisions to be made by 31 October.

Of those who had pay progression refused, 57% of teachers were appealing this decision.



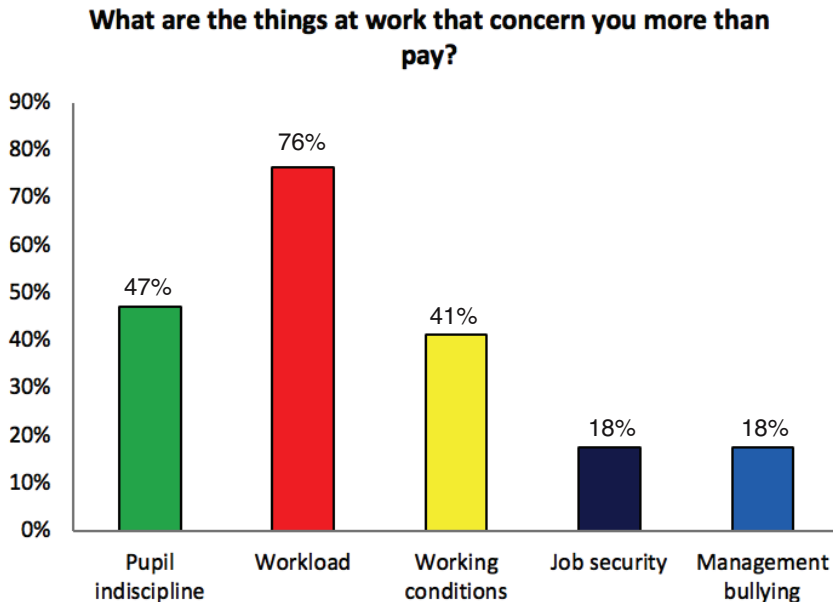
The impact of pay decisions on teacher supply

Some 58% of teachers said that they were 'angry' or 'really angry' about their pay and thought that teachers are treated unfairly by the Welsh Government. In addition, 23% said that they were so disillusioned that they were considering leaving teaching because of pay alone.

Other concerns in addition to pay

When asked what concerned them more than pay, teachers cited adverse management practices as being equally or more important to them, including 76% of teachers who said that excessive workload was the key issue for them in their schools, whilst 47% stated that their key concern was pupil indiscipline.

Teachers also cited management bullying as a further key concern adversely affecting their working conditions and overall job satisfaction.



Conclusion

There is no doubt that the survey demonstrates the need for the Government to take urgent action regarding the abuse by schools of teachers' pay and other working conditions.

Serving teachers are clearly angry about pay and pay progression, and potential recruits are deterred by the failure of the Government to ensure that teachers are recognised and rewarded as highly skilled professionals.

The NASUWT will continue to press for greater investment in the education service and to address the deep concerns of teachers, including removing the provisions and tackling the culture that ministers have fostered in which adverse management practices are able to develop and flourish.

The NASUWT will continue to support and empower teachers to take action to challenge adverse management practices, and to secure their rights and entitlements on pay and other working conditions.

The NASUWT wishes to thank all members who participated in the opinion survey.

The NASUWT will continue to campaign to improve the working lives of teachers.



