

## Teachers' Pay Award 2018/19

### Introduction

On 14 September 2018, the Government laid the Teachers' Pay Order before Parliament. The Department for Education (DfE) also published the 2018 School Teachers' Pay and Conditions Document (STPCD) on the same day, following a Government consultation on the draft STPCD which closed on 3 September 2018.

The Secretary of State for Education had previously proposed that the School Teachers' Review Body's (STRB's) Recommendation in its 28th Report of a 3.5% pay increase to all teachers' and school leaders' pay ranges and allowances should not be accepted in full. Details of the STRB's 28th Report are at: [www.nasuwt.org.uk/strb](http://www.nasuwt.org.uk/strb).

The NASUWT robustly opposed the unacceptable and unprecedented decision by the Secretary of State not to accept in full the STRB's recommendations. The NASUWT's response to the DfE's consultation on the Secretary of State's proposal and the draft consultation version of the 2018 STPCD are available at: [www.nasuwt.org.uk/consultationresponses](http://www.nasuwt.org.uk/consultationresponses).

### The 2018/19 Pay Award

The NASUWT's expectation is that schools and academy trusts will make, as a minimum, the following pay increases, backdated to September 2018:

- 3.5% **to all teachers** on the unqualified and main pay ranges;
- 2% **to all teachers** on the upper pay range, the leading practitioner pay range and to all allowances;
- 1.5% **to all school leaders**.

It is unacceptable to the NASUWT for schools and academy trusts to withhold pay from teachers. The NASUWT's General Secretary has written to all employers to make the Union's position clear.

The NASUWT's pay scales, applying the increases above to all teachers' and school leaders' pay values are available at: [www.nasuwt.org.uk/payscales](http://www.nasuwt.org.uk/payscales).

If members are concerned about their school or academy trust's approach to the 2018/19 teachers' pay award, please contact [advice@mail.nasuwt.org.uk](mailto:advice@mail.nasuwt.org.uk).

*Continued overleaf*

## Teachers' Pay Grant

The Secretary of State has identified a teachers' pay grant to support the implementation of the 2018/19 pay award.

Given the wording of the STPCD, the NASUWT is concerned that the teachers' pay grant could be awarded to schools and academy trusts which then fail to pay teachers any pay increase.

The DfE's adopted methodology for the payment of the grant, is to pay it on a per pupil basis to schools and academy trusts, irrespective of their 2018/19 pay policy. Whilst the DfE has failed to ring fence the grant so that it must be spent on teachers' pay, the NASUWT will be insisting to all schools and academies that they must use this money for teachers' pay only and that they must also give priority within their budgets to ensure that all teachers and school leaders receive the pay award in full.

The grant is £187million in 2018/19 and £321million in 2019/20. There is an area cost adjustment included so that schools in London and the fringe receive more. Full details are provided in the separate DfE document, *Teachers' pay grant methodology*.<sup>1</sup>



Tel: 03330 145550  
advice@mail.nasuwt.org.uk  
www.nasuwt.org.uk

**NASUWT**  
The Teachers' Union

<sup>1</sup> <https://www.gov.uk/government/publications/teachers-pay-grant-methodology>.