

## England Pay Award

The NASUWT understands that the legislative timeline of the formal adoption of the School Teachers' Pay and Conditions Document (STPCD) 2022-2023 is as follows:

1. Stakeholder consultation closes on draft STPCD on 23 September.
2. Statutory Instrument is scheduled to be placed in the House of Commons library on **14 October**.
3. Parliamentary consultation period **ends on 4 November**.

Employers should not seek to apply changes to their pay arrangements in anticipation of the outcome of the Parliamentary consultation period ending on **4 November 2022**.

The Government's pay proposals currently fall far short of the NASUWT's demand for a 12% across-the-board pay increase for all teachers and school leaders. This means a thirteenth year of real terms pay cuts for every teacher and school leader.

The NASUWT is committed to campaigning for a Better Deal for Teachers.

- Fewer than one in ten teachers would likely be eligible for the 9% pay award to take their starting salary up to £30,000 by September 2023.
- The £30k target is in itself now due to be met at least a year later than originally promised by the Government.
- Our 2022 Big Question survey found that in the last year:
  - over half of teachers have had to cut back on spending on food;
  - a fifth have had to increase their reliance on credit;
  - more than one in ten have had to take a second job;
  - 87% have been very or somewhat worried about their financial situation.

Our 2022 pay survey found that:

- 68% of existing teachers want to quit the job;
- 54% cite pay as a key factor driving them to leave the profession.

The NASUWT expects all employers (local authorities and multi-academy trusts) to consult on any changes to their pay policies with all recognised unions.

NASUWT representatives and negotiators are not authorised to reach local agreements with schools or employers which do not satisfy our demands for an at least 12% pay award this year.



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