

## The 2020 School Teachers' Pay and Conditions Document

The 2020 School Teachers' Pay and Conditions Document (STPCD) was published on 23 September 2020. On the same date, the Government laid the School Teachers' Pay and Conditions (England) Order 2020 in Parliament, ensuring that the provisions of the STPCD are statutory for local authority maintained schools in England.

The overwhelming majority of academy trusts in England have adopted the STPCD as a contractual entitlement for their teachers.

### The 2020/21 teachers' pay award

Full information about the 2020/21 teachers' pay award is available on the NASUWT website at: <https://www.nasuwt.org.uk/advice/pay-pensions/pay-award/england.html>.

In its 30th Report, the School Teachers' Review Body (STRB) accepted the NASUWT's evidence of the need for a national pay structure to provide teachers with greater certainty over pay and career progression, and recommended national advisory pay points on the main and upper pay ranges.

The national advisory pay points have been included in the STPCD in Annex 3, on Page 63. These are identical to the NASUWT's pay scales, which are on the NASUWT website and also available to NASUWT Representatives in spreadsheet form on request.

NASUWT Negotiating Associations and Federations will wish to ensure that all schools and academy trusts adopt the national advisory pay points. The STRB is very clear that these are recommended to schools, and this has been accepted by the Department for Education (DfE), which has stated the following in the STPCD:

*'In order to facilitate these decisions and to support a transparent and coherent career pathway and to assist with recruitment and retention, advisory pay points for the main and upper pay ranges have been set out at Annex 3. These were recommended by the STRB in their report and the Department for Education encourages schools to use them in their decision-making.'*<sup>1</sup>

Negotiating Secretaries should insist that the Section 3 Guidance on consultation over the adoption of the national advisory pay points in the STPCD is followed by schools:

*'Pay and appraisal policies should be reviewed annually and kept up to date to take account of any uplift to the national framework and any legal changes or changes in the staffing structure which have an impact on discretionary pay decisions. Teachers and representatives of recognised unions should always be consulted on formulating the policies and on any changes to them.'*<sup>2</sup>

The national advisory pay points are not reference points, but are the subject of Government advice. Schools must therefore have a genuinely valid reason, acceptable to the NASUWT, for departing from these.

It remains a continuing concern to the NASUWT that the pay award section in the STPCD only applies the pay increase statutorily to the minima of the pay ranges. The General Secretary, Dr Patrick Roach, has written to all schools to seek assurances that the pay award will be implemented in full for all teachers, and this correspondence is available at: <https://www.nasuwt.org.uk/advice/pay-pensions/pay-award/england.html>.

In circumstances where a school does not intend to implement the pay award in full, Negotiating Secretaries will want to bring to the school's attention the comments of the STRB in its 30th Report of the consequences of teachers not receiving their recommended pay award: *'Our consideration of the long-term trends confirms that there are severe and persistent problems with teacher supply.'* The Review Body has gone on to comment:

<sup>1</sup> 2020 STPCD, Pay Award Section, Page 8.

<sup>2</sup> 2020 STPCD, Section 3 Guidance, Paragraph 4.

*'While the deterioration in retention rates is most marked for teachers early in their career, we are concerned that there are also indications of a growing challenge in retaining experienced classroom teachers and those in leadership roles.'*

The Review Body concluded that: *'teachers and school leaders should receive a significant real-terms pay uplift to avoid damage to morale and motivation.'*

The NASUWT remains willing to implement industrial action to ensure that teachers receive the 2020/21 pay award in full. Negotiating Secretaries should liaise with their National Executive Members over any refusal on the part of a school to implement the NASUWT pay scales for 2020/21.

### **The provision of a salary statement to teachers**

It remains a requirement of the STPCD that teachers are issued with a salary statement by their school, at least annually, which confirms their salary and all allowances.

Paragraph 3.4 of the 2020 STPCD sets out the provision for a pay statement following the pay determination set out in paragraph 3.1:

*'3.1. Subject to paragraph 3.3, the determination of the remuneration of a teacher must be made:*

*a) annually with effect from 1 September;*

*b) whenever a teacher takes up a new post (including taking up a post in the leadership group, or the duties assigned to a teacher paid on the pay range for leading practitioners) on a date other than that stated in the school's pay policy for the annual salary determination, with effect from the teacher taking up that post;*

*c) where a teacher becomes entitled to be paid on the upper pay range pursuant to paragraph 14; or*

*d) at any other time when a change fails to be made to a teacher's salary in any circumstances provided for in this Document.*

*3.4. When the relevant body has determined the remuneration of a teacher, it must, at the earliest opportunity – and in any event not later than one month after the determination – ensure that the teacher is notified in writing of that determination; of any payments or other financial benefits awarded.'*

3.1(a) sets out the requirement for an annual pay determination for the teacher and paragraph 3.4 sets out the requirement for a pay statement to be issued by the school not later than one month after the 2020/21 pay determination is made.

Negotiating Secretaries will wish to ensure that all teachers receive their entitlement to a 2020/21 pay statement which confirms how the 2020/21 pay award will be applied to them.



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