



## School Teacher Pay: Frequently Asked Questions

- **Should my pay have gone up yet?**

Due to the Government's delay in announcing its decisions on teacher pay, you're unlikely to get a pay increase until October at the earliest. But your pay increase must be "effective" from 1<sup>st</sup> September, which means that it must be backdated to then. Check your October payslip – if you haven't had an increase yet, ask your school for an explanation.

- **How much should my pay go up by?**

The Government has increased the STPCD pay ranges by the following:

- 3.5% on the Main Pay Range and Unqualified Teachers' Range
- 2% on the Upper Pay Range and Leading Practitioner Range
- 2% on TLR and SEN allowance ranges
- 1.5% on the Leadership Range

Damian Hinds took the unprecedented decision not to implement in full the 3.5% increase recommended by the School Teachers' Review Body (STRB) on all pay and allowance ranges.

The Government is providing a special grant to schools to pay the cost of the above increases (beyond 1% which it says schools should have already budgeted for).

- **I work in a local authority maintained school - does my school have to implement these pay increases?**

If your school is a local authority maintained community, voluntary controlled, voluntary aided or foundation school, it must adopt the increases to the pay ranges prescribed in the [School Teachers Pay and Conditions Document](#) (STPCD). While schools are allowed to determine how they implement the increases for any pay scale points within these ranges, the Government's decision to provide funding for these increases is the clearest possible indication that schools are expected to implement these increases for all teachers. Most local authorities have issued advice to their schools to do so.

- **I work in an academy – does my school have to implement these pay increases?**

Most academies follow the STPCD pay provisions and most (including those that are part of multi-academy trusts) have already decided to implement these increases. The Government is providing funding to academies as well as local authority schools and, again, this is the clearest possible indication that they are expected to implement these increases for all teachers.

- **Where can I find information on pay scale points?**

Although the STPCD no longer includes prescribed pay scale points on each pay range, schools can still adopt fixed pay scale points as the basis for pay progression. The NEU has published joint advice on pay scale points with ASCL, NAHT, UCAC and Voice which you can find here: [www.neu.org.uk/advice-and-resources/pay/pay-scales-2018-9](http://www.neu.org.uk/advice-and-resources/pay/pay-scales-2018-9) Most local authority advice on the implementation of the pay increase also recommends the adoption of these pay scale points.

The easiest way to check whether you are being paid on this basis is to use the [NEU pay calculator](#) which shows the monthly salary you should be receiving. Don't forget, though, that backdating means your pay will be higher than usual for the month you receive the increase, assuming you did not receive it from September. You'll also receive the NEU Salary Card with the next copy of your union magazine.

- **My school says it can't afford to pay these increases, what can I do?**

If there's any suggestion that the increases won't be paid in full in your school or academy, seek NEU support immediately using this link: [www.neu.org.uk/campaigns/pay#take%20action%20on%20pay](http://www.neu.org.uk/campaigns/pay#take%20action%20on%20pay)

- **Is the annual pay increase separate from pay scale progression?**

Yes. It's crucial that teachers receive a cost of living pay increase, separate from and additional to any increase resulting from pay scale progression. For teachers at the top of their pay scale, the cost of living increase will be the only pay increase possible.

Teachers will find out in October or November whether or not they will get pay scale progression, again effective from 1 September. Advice on appealing against decisions not to award pay progression can be found here: [www.neu.org.uk/pay-toolkit](http://www.neu.org.uk/pay-toolkit)

- **Do the increases mean I'll be significantly better off?**

No – with inflation in September running at 3.3%, even those teachers getting a 3.5% increase will barely see any real-terms increase in their pay. Most teachers will see another real-terms cut in pay on top of the 15% cut since 2010.

This underlines the importance of the NEU pay campaign to force the Government to fully implement and fully fund the 3.5% pay increase recommended by the STRB. You can find out more about our campaign here: [www.neu.org.uk/campaigns/pay](http://www.neu.org.uk/campaigns/pay)

- **We need help on our situation – where can we go?**

If you need to organise to secure the pay increase, or challenge decisions on pay scale progression, speak to your NEU school rep or contact your local NEU officers via [www.neu.org.uk/contact-us](http://www.neu.org.uk/contact-us)

To understand more about how the pay system works, read the NEU pay toolkit at [www.neu.org.uk/help-and-advice/pay](http://www.neu.org.uk/help-and-advice/pay)