

Model pay letter



Dear **[INSERT NAME OF HEADTEACHER]**,

As we all continue to work together to deliver education to our students, the National Education Union (NEU) wants to make sure that teachers and support staff are fairly paid.

As you know, the Government has made a pay offer for teachers of a 5.5 per cent increase on all pay points and allowances from 1 September 2024. This offer is now the subject of a consultation process with the recognised unions, which will be concluded in October 2024.

Further, as expected, the draft STPCD confirms that all schools are now free to abandon the use of performance related pay (PRP) for teachers. As well as creating unnecessary workload, PRP ignores, and even mitigates against the collaborative working that is essential to education. Pupil outcomes are affected by a complex range of factors, including many outside teachers' control. The loss of progression even for one year has a significant impact on career earnings. PRP has been shown to be inherently discriminatory, with women and ethnic minority teachers disproportionately denied progression.

It is crucial that all teachers receive the 5.5 per cent increase on all elements of their pay and that the school commits to the removal of PRP.

We, NEU members at **[INSERT SCHOOL NAME]**, therefore call on the school to commit to the following:

- timely implementation of the national pay award for all teachers on all pay points and allowances, if and when it is agreed by the recognised unions
- prompt implementation of the backdated NJC pay award for all support staff, if and when it is agreed by the recognised unions
- the removal of PRP
- the separation of Pay and Appraisal
- continued use or adoption of the pay scales set out in the joint union pay advice¹
- payment of appropriate TLR1s/TLR2s and/or SEN allowances for permanent additional responsibilities, and appropriate allocation of temporary TLR3 payments
- ensuring movement onto and within the upper pay range is not dependent on a teacher undertaking additional responsibilities
- annual progression for teachers on the upper pay range
- **ADD ANY OTHER PAY ISSUES AGREED BY MEMBERS IN YOUR SCHOOL**

We look forward to your confirmation that you support the NEU's proposals to ensure full implementation of the 5.5 per cent pay award and fair pay for all educators.

We would appreciate this reply by **ADD DATE – WITHIN 5 WORKING DAYS**

Yours sincerely,

Cc Stefan Simms - District Secretary Ealing NEU, Neetu Malhi – Joint District Assistant Secretary Ealing NEU, Mat Milovanovic – Joint Assistant District Secretary Ealing NEU