

Teacher Pay Review

by [Mike Rocks](#)

From September 2005 school governors will be faced with yet another change in teachers' pay. That will be no surprise to most governors, as schools have had to contend with almost yearly changes to the School Teachers' Pay and Conditions Document since 1990. These changes have seen modifications to the basic teachers' structure, an additional upper spine from 2000, and the introduction of discretionary allowances, amongst others.

From January 2006 teachers' Management Allowances (MAs) will be replaced by Teaching and Learning Responsibility payments (TLRs). The key features of the new pay system are summarised below:

- TLRs are payable at two levels: TLR2: £2,250 – £5,500 and TLR1: £6,500 – £11,000. They cannot be given for any reason other than for teaching and learning responsibilities;
- Payment should be for 'sustained responsibility in the context of a staffing restructure needed to ensure continued delivery of high-quality teaching and learning'. This can be measured by the impact on educational progress beyond assigned pupils; leading, developing, and enhancing teaching practice of others; being accountable for managing and developing a subject/area; and (for TLR1 only) having line management responsibility for a significant number of staff;
- Teachers without TLRs will have their current MAs cash safeguarded until December 2008 (up to 3 years) subject to certain conditions;
- Teachers can be paid on spot salaries on either of the two TLRs. There must be gaps of at least £1,500 between the intermediate points within the ranges;
- TLRs are not portable from one school to another and may be withdrawn if a teacher refuses to carry out job functions or performs poorly;
- The transition period for each school should start from the date of publication of its staffing structure, last for three years, and end by 31 December 2008;
- Schools must review their pay policies to take into account the above arrangements, including a published timetable for restructuring and the spot points within the TLR ranges.

The allocation of TLRs will be informed by a whole-school staffing restructure, to be overseen by the Headteacher but approved by the full governing body, by 31 December 2005. There are a few key points to note in considering restructuring:

- The staffing structure must be transparent and fair;
- The review must encompass all staff within the school, including support staff;

- The review will be led and informed by the School Development Plan and “should provide the capacity to deliver the School’s teaching and learning priorities”;
- All staff at the school and their relevant trade unions/associations must be consulted on the review. Consultation should be meaningful and last for at least four weeks;
- The Headteacher will lead on the review but will want to draw on specialist advice and guidance internally and externally as required. Only the governing body may approve the new structure;
- The timeframe for transition from one structure to another must be clear and explicit.

Colleagues will see that the restructuring process is going to be a daunting task for schools. However, schools will have access to plenty of guidance, including from the LEA, in-school, and externally. No doubt some members of the SEC will benefit from meeting schools’ support requirements!

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