

**ADDITIONAL INFORMATION FOR MEMBERS IN RELATION TO ITEM 7 E
ECHS DEPARTMENT PAY POLICY FOR CENTRALLY BASED TEACHING
STAFF**

<p>There are 62 staff currently employed on Teachers' Terms and Conditions of employment in the following central services:</p> <ul style="list-style-type: none"> • Behaviour Service • Specialist Support and Disability Services (The Phoenix Centre) • Sensory Support Services • Primary Pupil Support Advisory Team <p>There have been a number of central service restructures that have taken place in the past few years and each time a restructure takes place terms and conditions of employment are reviewed to ensure that they remain appropriate and relevant.</p>	
<p>COMMENTS RECEIVED FROM NASUWT/NUT AS PART OF CONSULTATION ON THE DRAFT PAY POLICY</p>	<p>MANAGEMENT RESPONSE</p>
<p>Neither the recently Draft Pay Policy or the LBB Model Appraisal Policy (consulted upon some time ago) is compliant with the relevant NASUWT/NUT checklists and therefore if adopted both will be subject to our joint Action Short of Strike Action. I would commend to you the NUT/NASUWT Model Pay Policy, PM/Appraisal Checklist and the Lesson Observation Protocol (see attached). All three fit in to DfE guidelines and ensure transparency and accountability whilst supporting what must be everyone's aim, a motivated, well-trained, fairly appraised and properly remunerated staff of teachers.</p> <p>In the meantime I wish to point out that the 2 unions have taken great care to ensure that their model pay policy and checklists mentioned above fit in with DfE guidelines</p>	<p>NASUWT/NUT's action short of strike action has been in force for some time in Bromley and relates to workload, pay and pensions. The dispute is in the main with the Secretary of State.</p> <p>Schools and LA's are required to have a pay policy in place and the draft pay policy incorporates DfE guidance. The Secretary of State has responded to NASUWT and NUT to indicate that he believes that some aspects of the Unions model pay policy is unlawful.</p>

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<p>(whatever is said to the contrary by the Secretary of State). It is to be stressed, noted, and taken very seriously, that some 85% nationally of all teachers belong to the NASUWT and the NUT.</p> <p>The following points re the Draft Pay Policy need addressing in particular:</p> <ul style="list-style-type: none"> • The policy does not commit the LA to the principle of pay portability for classroom teachers. It is the perceived requirements of the post that determine the salary point on MPR offered to a teacher applying for a teaching job with the LA's Central Services. • In this Pay Policy progression on the Main Pay Range and Upper Pay Range is intended to become progressively more difficult. There are criteria deployed for pay assessment which closely resemble those for awarding a TLR. The 	<p>One of the flexibilities introduced by the school teachers' pay and conditions document 2013 is that there is no longer a requirement to match an existing Teacher's salary point when they apply for a new post.</p> <p>This provides the LA with the flexibility to determine the level of salary dependent on the requirements of the post. An example of this would be where a Teacher previously held a post where they had advanced through the upper pay spine threshold but moved to a post which did not require such skills. It would be for the LA to consider and determine which salary point would be applicable to the new post.</p> <p>Whilst not having to commit to pay portability the LA will however need to be mindful of the need to ensure that salary packages are sufficiently attractive enough to recruit and retain high calibre staff.</p> <p>The policy does indicate that in order to Progress through the main pay range and Upper Pay Spine on the main pay range Staff will be expected to demonstrate their continuing professional development. This is consistent with the application of the Teachers' standards published by</p>
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<p>Teachers' Standards intended as a baseline for entry into the profession are misused, through the Appraisal, so as to be a further obstacle to pay progression. The words/phrases 'highly competent', 'sustained' and 'substantial' have been lengthily defined and thereby expanded into extra criteria.</p> <ul style="list-style-type: none"> • There is no absolute commitment to the 'pro rata' principle with reference to part-timers' pay and conditions. The LA only agrees to try to adhere to it. 	<p>DfE.</p> <p>The policy clearly states that "The LA will apply the provisions of the Document in relation to part-time teachers' pay and working time". It further states "Part –time teachers will be paid the pro rata percentage of the appropriate full-time equivalent salary".</p> <p>The School Teachers' Pay and Conditions Document is statutory and therefore the LA must comply with the provisions within.</p> <p>The policy does state "The LA will use its best endeavours to ensure that all part-time employees are treated no less favourably than a full-time comparator" This is intended as a general statement.</p> <p>Under section 3 "Aims of the Pay Policy" more detailed reference to the LA's commitment to good employment practice is stated including reference made to the part time workers (Prevention of Less Favourable Treatment) Regulations 2000.</p> <p>Section 5 of the policy further makes reference to equalities.</p>
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<p>The LBB's Model Policy for Appraisal has already been analysed and most of it needs addressing, in particular: -</p> <ul style="list-style-type: none">• There is no limit on the number of Lesson Observations.• There is no limit on the number of Objectives and the use of the Teachers' Standards rendered as a checklist is clearly intended and in effect means that appraisees will have an excessive number of appraisal objectives.• 'Drop-ins' are to be used to evaluate teaching.• The policy clearly envisages PM/appraisal to be the informal stage of Capability. This means that teachers are in effect on Informal Capability every time they are observed or 'dropped in on'.	<p>The Model Appraisal Policy was agreed by the Council previously having had regard to the comments provided by the Trade Unions at the time. It is not therefore proposed to respond to these points again.</p>
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