

# **Advice on Performance Related Pay in Camden**



## Introduction

The government introduced performance related pay (PRP) for teachers from 1<sup>st</sup> September 2014.

They gave schools the responsibility to determine how PRP should be introduced. The NUT is opposed to the introduction of PRP because we believe it will be divisive and detrimental to educational standards.

In Camden the NUT negotiated pay and appraisal policies that have been adopted by **all Camden schools** except the academy and free schools.

These policies provide protection for teachers by limiting the scope of PRP and setting a clear test to decide whether teachers have passed.

The model policies can be downloaded here: [bit.ly/CamdenPay](http://bit.ly/CamdenPay) and [bit.ly/CamdenAppraisal2013](http://bit.ly/CamdenAppraisal2013). Schools have made minor amendments to these policies, but every school has adopted the key paragraphs.

## General features of Camden's Pay and Appraisal Policies

- Pay progression is little changed from previous years
- Pay portability will be respected by Camden schools
- Pay scale the same as before and increased for all points in line with the pay award (Sept 2014 = 1%)
- No restrictions will be placed on progression on the basis of funding

## Pay Scale in Camden

This pay scale applies to all Camden schools. Some schools make incremental awards from September and others after the appraisal review in October.

<b>Main Pay Scale</b>	<b>Salary</b>
M1	£27,543
M2	£28,980
M3	£30,490
M4	£32,079
M5	£34,547
M6	£37,119

<b>Upper Pay Scale</b>	<b>Salary</b>
U1	£42,332
U2	£44,411
U3	£45,905

## Newly Qualified Teachers

NQTs that pass induction will be paid pay progression.  
(Para 18.5 Camden Model Pay Policy [bit.ly/CamdenPay](http://bit.ly/CamdenPay))

## Teachers on the main scale

Teachers who meet the teachers' standards will receive one point pay progression. This should be the case for almost every Camden teacher. Schools can decide to award two points where they regard the teacher's performance as being exceptional.

**You will receive pay progression unless you are on an "Areas of Improvement" support plan or you have failed such a support plan.**

Excerpts of the Pay and Appraisal policies are below:

- 19 Met Standards
- 19.1 Appraisers should note that appraisal reviews will be deemed to be successful unless significant concerns about standards of performance have been raised under Section 8 of the Appraisal Policy.
- 19.2 Where concerns have been raised with the teacher during the appraisal process and the teacher then shows significant improvement and consistently meets their agreed objectives and performance criteria at the point of their final review they will receive pay progression.

(Para 19 Camden Model Pay Policy [bit.ly/CamdenPay](http://bit.ly/CamdenPay))

Section 8 of the Appraisal Policy is called "Areas for Improvement" and is modelled on an informal capability process. You should be clear that you have been through the process because it recommends you are told to seek advice from your union and requires:

At the meeting the appraiser will provide the teacher with a written summary of:

- the nature of the concerns
- the support to be provided
- the targets the teacher must achieve
- the review date; and
- the implications for the teacher unless sufficient improvement is made

(Para 8.3 Camden Model Appraisal Policy [bit.ly/CamdenAppraisal2013](http://bit.ly/CamdenAppraisal2013))

## **Crossing the Threshold**

It is the teacher's responsibility to apply to cross the threshold. Applications must be submitted between 1<sup>st</sup> September and 31<sup>st</sup> October.

The assessor will determine whether the teacher has met the post-threshold teachers' standards based on the last two appraisal reports. You should tell your appraiser that you want to cross the threshold, so that they support you meeting the post-threshold standards and record your progress against the standards on your appraisal reports.

The process:

- Complete and submit your school's application form before 31<sup>st</sup> October (your school may use 31<sup>st</sup> December). It is simple to complete and consists of one side of A4. Attach copies of your last two appraisal reports.
- Receive notification of application within five working days.
- You will be told the outcome of your application by 31<sup>st</sup> March.
- If you are unsuccessful, you have the right to appeal within ten days of notification.
- If you are successful, your pay will be backdated to 1<sup>st</sup> September.

The full process is described in paragraph 23 of Camden Model Pay Policy [bit.ly/CamdenPay](http://bit.ly/CamdenPay)

## **Progression on the Upper Pay Scale**

Teachers who maintain the post-threshold standards (as judged by their head teacher) will make progression every two years. There is no need to make an application or provide evidence, however, teachers should remind their appraiser that they are due pay progression.

## **Pay progression for leading practitioners and teachers paid on the leadership spine**

All pay decisions are made by the governors' pay committee and these are delegated to your head teacher.

You will receive pay progression if you meet your appraisal targets.

You and your appraiser should seek to agree your targets, if that is not possible, your appraiser has the right to determine them. You can appeal your appraiser's decision to the governors' pay committee.

## Appeals

Pay progression is determined by the appraisal process. If your appraiser has not awarded you pay progression, then you must appeal your appraisal review. The NUT wants to support every teacher who does not receive pay progression. Please contact Camden NUT as soon as you hear you have not been awarded progression by emailing [secretary@camden.nut.org.uk](mailto:secretary@camden.nut.org.uk) .

Process:

1. Tell your appraiser you are unhappy with their decision within five working days of receiving your appraisal assessment. Send an email so you have a record.
2. A meeting is held between you and your appraiser to discuss your appraisal and for you to present additional information.
3. You will learn the outcome of this appeal within ten working days.
4. If you are not successful, you can seek an independent review. You must apply within five working days of receiving the outcome of the appeal. Complete an appeal form and email it to your head teacher.
5. Schools should hold a hearing to decide the outcome of the independent review. You have the right to be accompanied to the hearing by your NUT rep or a colleague. The NUT is keen to support as many appeals as possible.
6. The process is intended to take twenty working days and you will be notified of the outcome within five days of it being reached.