

NASUWT

Islington Association

THE CAREER TEACHER'S ORGANISATION

www.islington.nasuw.org.uk

March 2005

Late Spring Newsletter

To all Islington Teachers,
Hopefully this will catch you all before you get away for Easter. It's been an exceptionally short Spring Term, but the Summer Term will make up for it - 15 weeks, longer than the Autumn term !

This issue is primarily about dealing with pay issues - and many of you will feel that this has come rather late in the day. Well, the advice to schools has still not been finalised and this has been complicated by national changes to management allowances. The national changes have already been well covered in the "national" posters; but the proposals are still being consulted on and with a general election looming, who knows what will happen. Changes should begin from next Christmas with some years to move over to new arrangements. There will also be legislation to safeguard pensions. More info when we know.

All Islington teachers on M6 should be considering applying for the Threshold. The locally agreed deadline this year is August 31, but in future years will probably be Easter. You will want a copy of the union guidance and will want to download both the form and guidance from www.teachernet.gov.uk Do it sooner rather than later, if you haven't already.

Overleaf are two letters relating to assessments for the upper pay scale. You may copy these to write to your headteacher if you have been refused an increment, or if you have not been assessed. They are also available to be downloaded from the website. Please add your headteacher's name etc. You can only respond on your on behalf unless you are the school rep, in which case, please let me know if there is an issue in you school first. Please also send me a copy of your letter to the address below. If you are not sure, feel free to contact me.

Thank you to those who have responded to the questionnaire. More responses would be welcome (please download from the website or ask for a copy), but some initial responses are as follows

- There is little consistency in levels of observations across the borough.
- All respondents reported extra work was generated by observations.
- There was no feeling that comments were fair or supportive.
- There was little access to CPD or resources and follow up help generally was not received.
- The only really positive experience was reported by an NQT.
- All respondents reported attending three or more meetings or briefings per week !!!
- 80% of those who answered reported there was no-one to whom they could delegate tasks
- Most teachers felt they were expected to cope with workload and parents without support

From the responses so far, there is much work to do. Certainly it contradicts the picture that headteachers are giving the LEA. For this we need your support. Meanwhile, enjoy Easter.

In Brief:

Pat Lerew, Nat Pres will visit HGS on Fri.
Kathy Duggan (Lewisham) and AnneMarie Flavin-Lees (Wandsworth) were elected unopposed to the National Executive. This year we will be making a concerted effort to recruit local officers, now we have had some success in recruiting school reps. We are again well represented at Conference with 3 delegates attending. Visitors are welcome.

date

Dear Headteacher

I am writing to ask when you will be making a decision as to whether I am to be permitted to proceed to the next point of the Upper Pay Spine.

I am advised by my union, the NASUWT, that:

- the only statutory criteria for progression under para 19.4 of the 2004 School Teachers' Pay and Conditions Document are that:-
 - a) there has first been a review of the performance of the Post Threshold Teacher: and
 - b) the achievements of the Post Threshold Teacher and his (her) contribution to the school or to a school or schools in which they have previously worked, have been substantial and sustained;
- under para 19.5 of the 2004 School Teachers' Pay and Conditions Document, a decision to award an additional scale point should normally be made on "the second annual salary determination after the date on which that teacher was first placed on the scale or that teacher's salary was otherwise last increased by the award of an additional point on the scale".

I believe that I am eligible to progress on the Upper Pay Scale as:

- a) it has been two years since I was last awarded a point on the Upper Pay Scale;
- b) over the last two years my achievements and contribution to the school (or to a school or schools in which I have previously worked) have been substantial and sustained.

My union has also advised me that, unlike the original assessment for performance threshold when I progressed from the main pay scale, decisions on progression on the Upper Pay Spine are not subject to an "application" process. Instead, I am advised that it is the statutory responsibility of the school to review my salary as part of the annual salary assessment process that should be carried out for every teacher in September.

In the light of this advice, I would be grateful if you could inform me: (select one option)

EITHER

When my annual salary assessment will be completed showing whether I am to be permitted to proceed to the next point of the Upper Pay Spine from September 1st.

OR

As the salary assessment that I have been given for this September does not show any progression on the Upper Pay Scale, whether:

§ my salary is to be reassessed once a review of my performance as a Post Threshold Teacher has been completed, and, if so, when that review will take place; or,

§ that you have already completed a review of my performance as a Post Threshold Teacher and the school's decision is that I am not to progress on the scale.

Yours sincerely

date

Dear Head teacher

I refer to your communication of _____ advising me that it had been decided not to permit me to proceed to the next point of the Upper Pay Spine.

I am advised by my union, the NASUWT, that the only statutory criteria for progression under para 19.4 of the 2004 School Teachers' Pay and Conditions Document are that:-

- a) there has first been a review of the performance of the Post Threshold Teacher: and
- b) the achievements of the Post Threshold Teacher and his (her) contribution to the school or to a school or schools in which they have previously worked, have been substantial and sustained.

In the light of these criteria, I request the following information.

- The governing body's policy on progression on the Upper Pay Spine
- The date on which the governing body reached its decision based on your recommendation.
- The basis for your recommendation that I should not progress to the next point.
- How my performance was reviewed by you, including full details of the following:
 - how it was decided that my contribution to the school had changed from that at the time of originally passing the threshold;
 - in what way my contribution was deemed to have changed;
 - what information and evidence, including all written assessments, was relied upon to reach this view.
- Any actions taken to alert me to concerns about my performance and the support given to me to address these concerns.
- The appeals process to apply in this matter.

Yours sincerely