

NUT PRESS RELEASE

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Teachers' salaries lag behind those for graduates

After just five years graduates can expect on average to be earning £35,000 compared with the salary for teachers of £27,123, says the National Union of Teachers in its submission (copy attached) to the School Teachers' Review Body.

Even after reaching the top of the upper pay spine through performance related payments, after 10 years teachers can only hope to earn £31,602. But the position is made worse by the Government's insistence that only one in five teachers should move beyond the upper pay to a new excellent teacher scale.

The Union rejects a scheme proposed by the review body for locally based pay bands. The proposal would not solve the problems of recruitment and retention, but would shift them from one area to another or from one school to another.

The review body proposes to create four pay bands and allow schools suffering persistent recruitment difficulties to apply to change bands. But, says that Union, the list of shortage subjects is so comprehensive that few schools would fail to meet such a test.

Commenting on the submission, Steve Sinnott, NUT General Secretary, said:

“The teaching profession must not be neglected by the Government. Recruitment into training has been improved albeit by piecemeal approaches and few can have confidence that this improvement will be sustained. The inadequacy of teachers' pay offers little hope that those trainees will enter and then remain in the profession.

“Our children's education should not be left to chance or put in the hands of those not qualified to teach.

“Rationing movement on the upper pay spine is a breach of an undertaking given by David Blunkett when performance related pay was introduced. That single move will damage teacher morale and promote division in schools where teachers who meet the criteria are refused the additional payments because the quota has been reached.

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“The plan for local pay bands would lead to one school overcoming its recruitment difficulties at the expense of another school in a lower pay band.

“That’s no way to ensure opportunities to achieve to the highest level for all our children. Teachers professional development would be damaged as the scheme would create a reluctance to move to another school which wasn’t in the higher band.”

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Copies of the Submission are available from the NUT Press Office, 020 7380 4706