

**IMMEDIATE**  
**28 June 2004**

**“PIECEMEAL APPROACHES TO PAY DO NOT WORK” – SAYS NASUWT**

Responding to the Secretary of State's announcement of higher salaries and additional payments for maths teachers, **Chris Keates**, Acting General Secretary of NASUWT (the teachers' union with 223,500 members), said:

“I understand the Government's concern to secure the recruitment and retention of high quality maths teachers.

“I have serious reservations about whether the proposals for access to higher salaries and other incentives will address this in the long term.

“Skewing the pay system in favour of one subject specialism can have unintended consequences in other areas.

“There is already sufficient flexibility in the existing arrangements to pay higher salaries and incentives. However, schools are often reluctant to use them because differentiating between staff in this way is divisive and can leave schools vulnerable to equal pay claims.

“Adding new provisions will not address this problem.

“Piecemeal approaches to pay do not work.

“The Government should focus on implementing and enhancing the more coherent approach to improving pay and conditions it has secured in recent agreements with NASUWT and other teacher unions. These provisions are fair and sustainable and will undoubtedly have a positive impact on recruitment and retention once they are embedded.”

**...Ends...**

**Further**

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