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ICE AGE DAWNS

The Government's imposed freeze of a two and a half year pay settlement means a 2.5 per cent increase from April 2004, 2.5 per cent from April 2005, topped up to 3.25 per cent in September 2005 to operate for a further year until 31 August 2006. This represents an increase for the final 17 months of around 3 per cent.

- 2.5 per cent for 2004 is less than the current rate of inflation (2.8 per cent) and well below the current increase in average earnings (3.4 per cent). By phasing the 2005 award the increase in pay received by teachers will be limited to 2.95 per cent – well below the projected increase in average earnings of 4.2 per cent.
- To decide 22 months in advance to phase in a low settlement for 2005 underlines the advantage to the Government and the disadvantage to teachers of a multi-year settlement imposed through the Review Body. Sadly this approach has been supported by the other teacher unions as the Government's partners.
- The inflation trigger for a further review is almost one per cent higher than the pay freeze being imposed on teachers, which further underlines the disadvantage to teachers of a multi-year award. More sinister are the Government's proposed changes to the inflation index including leaving out major increases in consumables which will mean that the Government may never have to trigger a review of teachers' pay awards.
- The Government's intention to ration progress through the Upper Pay Scale breaks David Blunkett's promise and strips away what was no more than a fig leaf of respectability for performance related pay – a flawed system opposed only by the NUT.

PAY STRUCTURE FOR CLASSROOM TEACHERS 1/4/2004 ENGLAND AND WALES – EXCLUDING LONDON AND FRINGE

Main Pay Scale Spine Point	Current Epa	1 April 2004 Epa
M1	18,105	18,558
M2	19,536	20,025
M3	21,108	21,636
M4	22,734	23,301
M5	24,525	25,137
M6	26,460	27,123

Upper Pay Scale	Current Epa	1 April 2004 Epa
U1	28,668	29,385
U2	29,730	30,474
U3	30,831	31,602
U4	31,968	32,766
U5	33,150	33,978

ADDITIONAL ALLOWANCES

Management Allowances for Classroom Teachers	Current Epa	1 April 2004 Epa
Management 1	1,638	To be frozen
Management 2	3,312	To be frozen
Management 3	5,688	pending new arrangements
Management 4	7,833	pending new arrangements
Management 5	10,572	pending new arrangements

Special Needs Allowances for Classroom Teachers	Current Epa	1 April 2004 Epa
Special Needs 1	1,674	1,716
Special Needs 2	3,312	3,396

The Recruitment and Retention allowance scale will be abolished with effect from 1 April 2004 in favour of levels of allowance determined by the school.

PAY STRUCTURE FOR CLASSROOM TEACHERS 1/4/2004 INNER LONDON

Main Pay Scale Spine point	Current Epa	1 April 2004 Epa
M1	21,522	22,059
M2	22,977	23,550
M3	24,573	25,188
M4	26,226	26,883
M5	28,041	28,743
M6	30,000	30,750

Upper Pay Scale	Current Epa	1 April 2004 Epa
U1	34,002	34,851
U2	35,673	36,564
U3	36,774	37,692
U4	37,911	38,859
U5	39,093	40,071

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Special Needs 1	1,674	1,716
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PAY SPINE FOR THE LEADERSHIP GROUP – 1/4/2004 ENGLAND AND WALES – EXCLUDING LONDON AND FRINGE

Spine point	Current Epa	1 April 2004 Epa	Spine point	Current Epa	1 April 2004 Epa
L1	31,416	32,202	L23	53,988	55,338
L2	32,205	33,009	L24	55,329	56,712
L3	33,009	33,834	L25	56,700	58,119
L4	33,834	34,680	L26	58,107	59,559
L5	34,677	35,544	L27	59,544	61,032
L6	35,544	36,432	L28	61,020	62,547
L7	36,507	37,419	L29	62,535	64,098
L8	37,344	38,277	L30	64,089	65,691
L9	38,277	39,234	L31	65,676	67,317
L10	39,261	40,242	L32	67,308	68,991
L11	40,278	41,286	L33	68,979	70,704
L12	41,208	42,237	L34	70,686	72,453
L13	42,240	43,296	L35	72,444	74,256
L14	43,290	44,373	L36	74,235	76,092
L15	44,367	45,477	L37	76,083	77,985
L16	45,549	46,689	L38	77,964	79,914
L17	46,599	47,763	L39	79,863	81,861
L18	47,769	48,963	L40	81,861	83,907
L19	48,951	50,175	L41	83,904	86,001
L20	50,166	51,420	L42	86,004	88,155
L21	51,408	52,692	L43	88,155	90,360
L22	52,683	54,000			

PAY SPINE FOR THE LEADERSHIP GROUP – 1/4/2004 INNER LONDON

Spine point	Current Epa	1 April 2004 Epa	Spine point	Current Epa	1 April 2004 Epa
L1	37,359	38,292	L23	59,931	61,428
L2	38,148	39,102	L24	61,272	62,805
L3	38,952	39,927	L25	62,643	64,209
L4	39,777	40,770	L26	64,050	65,652
L5	40,620	41,637	L27	65,487	67,125
L6	41,487	42,525	L28	66,963	68,637
L7	42,450	43,512	L29	68,478	70,191
L8	43,287	44,370	L30	70,032	71,784
L9	44,220	45,327	L31	71,619	73,410
L10	45,204	46,335	L32	73,251	75,081
L11	46,221	47,376	L33	74,922	76,794
L12	47,151	48,330	L34	76,629	78,546
L13	48,183	49,389	L35	78,387	80,346
L14	49,233	50,463	L36	80,178	82,182
L15	50,310	51,567	L37	82,026	84,078
L16	51,492	52,779	L38	83,907	86,004
L17	52,542	53,856	L39	85,806	87,951
L18	53,712	55,056	L40	87,804	90,000
L19	54,894	56,265	L41	89,847	92,094
L20	56,109	57,513	L42	91,947	94,245
L21	57,351	58,785	L43	94,098	96,450
L22	58,626	60,093			

General Secretary, Doug McAvoy, said:

"Today's announcement provides a bleak prospect for teachers. The decision to freeze teachers' pay at inflation will widen the gap with other graduate employees. It will increase the problems of recruitment and retention and be used to force schools to employ unqualified persons to take whole classes. The Government's main objective is to reduce the number of teachers and increase the number of unqualified persons taking classes: teaching on the cheap."

OUTER LONDON

New scales from April 2004 but no increase above the 2.5 per cent general pay increase in 2004 and 2005 until September 2005.

FRINGE AREAS

New scales from 1 April 2004 but no increase above the 2.5 per cent general pay increase in 2004 or 2005.

See NUT website for the full pay scales.

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