



Lewisham NUT
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TLR RESTRUCTURING = CUTS TO JOBS, PAY & PENSIONS *ACT TO PROTECT YOUR POST !*

**Teaching & Learning Responsibilities:
DITCH THEIR DEAL - NO LOSS OF PAY OR POSTS**

TLRs ? - another acronym, another attack on teachers !

But this latest threat hasn't just been imposed by Government. It's also been agreed to by other unions, including the NASUWT and ATL.

Because the NUT made clear that we weren't going to accept the Government's "remodelling" agenda, we were excluded from negotiations! Now look what has been agreed to in our absence:

- ◆ Management Allowances will be scrapped by the end of 2005.
- ◆ They will be replaced by a new system of TLR payments – with no guarantee that existing allowance holders will have their pay or posts protected.
- ◆ At the same time, schools must "remodel" their existing staffing structures and implement new ones that ensure the school makes "effective use of its resources" (i.e. these plans are designed to cut pay - with a target set to save £25 million this year by "reducing numbers of allowances")

◆ Until now, any teacher who had their salary cut as a result of such a reorganisation would have their pay "safeguarded" while they remained in post. But now safeguarding will only last for three years at most – for some teachers, pay cuts will come even sooner.

◆ As any colleague who has been through a reorganisation will tell you, this restructuring won't just lead to pay cuts. It could also easily lead to staff losing posts or being told to take on new job descriptions and extra workload.

◆ The details of the scheme mean some staff are particularly vulnerable, such as those now on Management Allowance One .

Did other unions realise what they were signing up to ? - they should have done ! Ministers knew exactly what they wanted – and they think they've got away with it. But as schools start to consult, the problems with TLRs will become all too clear.

The NUT is calling on Ministers to think again - and preparing for action to make sure they do !

TLRs: putting jobs under threat

Unless we act, some schools will demand staff reapply for "new" posts in the reorganised structures. If your face doesn't fit, you may lose your job.

Example: Restructuring of a Science Department

NOW: Heads of Chemistry, Biology, Physics. **AFTER:** Only 2 posts.

"If we decide on external advertisement, this could lead to redundancy and we need to prepare for that if we have decided on this route". - OFFICIAL GUIDANCE FROM THE SECONDARY HEADS ASSOCIATION TO ITS MEMBERS.

TLRs: a deliberate mismatch ?

Some hard-nosed school managements may want to go ahead with a complete restructuring of staff.

But many Heads could have been persuaded to avoid the ill-feeling and upheaval caused by a total overhaul of pay and posts by simply reassigning existing Management Allowances as "TLRs" with the same value.

But the legislation has been drawn up in a way that ensures a simple assimilation just isn't going to be possible. The values of Allowances and TLRs just don't match up.

TLRs can be paid in one of two bands:

**TLR 2 runs from £2,250 to £5,500;
TLR 1 from £6,500 to £11,000.**

Different schools can set their TLR payments at different points within these bands. This is a dangerous step towards schools setting their own rates of pay. The main proviso is that each school must keep a differential of at least £1,500 between each TLR payment.

But, as the table shows, this rule creates an apparently deliberate mismatch between existing Allowances and TLRs:

Current Management Allowances (frozen in value since April 2003)	
MA 1	£ 1,638
MA 2	£ 3,312
MA 3	£ 5,688
MA 4	£ 7,833
MA 5	£ 10,572

Possible Values of TLR payments	
TLR 2a	£ 2,250
TLR 2b	£ 3,750
TLR 2c	£ 5,500
TLR 1a	£ 6,500
TLR 1b	£ 8,000
TLR 1c	£ 9,500
TLR 1d	£ 11,000

This mismatch will help persuade schools to use the restructuring to save money. How ? - by cutting our pay ! Unless we persuade them otherwise, some schools will try and set the rates of pay for new TLR posts at less than what they have been paying as existing Management Allowances. We must not let them get away with it !

Schools will also try to save money by cutting the overall numbers of responsibility posts. Even more teachers will be given additional responsibilities without any extra payment.

Management Allowance One holders are particularly vulnerable. The lowest TLR has been set at £2,250. Staff face the threat of having their additional pay cut altogether.

How can we sit back and accept pay cuts for teachers? Either the whole TLR system needs to be ditched or, at the very least, pay cuts must be prevented.

Example: Management Allowance One:

The minimum value of a TLR has been set at £2,250. So a school can't simply transfer MA 1 holders (£1,638) to an equivalent TLR sum. The options are:

EITHER upgrade them to a TLR of £2,250 ***OR*** cut their pay by awarding NO TLR at all.

Example: Management Allowance Three:

MA3 (£5,688) is more than the top of TLR2 but less than the bottom of TLR1. Schools may:

EITHER upgrade them to a TLR of £6,500 ***OR*** cut their pay to £5,500 or even less.

“Safeguarding”: no longer safe

Until now, “safeguarding” of salaries meant that your pay was fully protected if you were moved to a post with a lower substantive salary through a reorganisation. But under the new legislation, if you lose your Management Allowance - but don't get an equivalent TLR - that protection will only last for three years at best. As the examples below show, it may well be shorter than that.

Once safeguarding comes to an end, the extra pay you were being paid is lost. In short, teachers face pay cuts – if not immediately, certainly in the near future.

That's bad enough for any teacher trying to plan their bills and mortgage payments for the years ahead. For a teacher approaching retirement, it could be disastrous. **Pensions, based on a teachers' best salary in the years before retirement, will also be cut as well.**

Example: Management Allowance One:

A teacher is told they will not be awarded a TLR to replace their MA1:

a) They will be paid the £1,638 as a safeguarded salary until Dec. 31st 2008 at the latest. But they will also be expected to continue to carry out additional duties for the pay. After 2008, any safeguarding has to end. **They will then suffer a £1,638 pay cut .**

b) If they have been appointed since April 2004, their Management Allowance will have been awarded only on a “temporary” basis (because of an earlier change to the law). When a temporary allowance comes to an end there will be no safeguarding.

This means they might lose their additional £1,638 as early as next year.

c) If a teacher moves up the pay spine by more than their safeguarded sum, the law now says safeguarding comes to an end ! For example, if this teacher is now on Upper Spine One and successfully moves to UPS 2 next year, their pay increase for this progression would be more than £1,638. So what they gain in one hand for going to UPS2 would then be taken away from the other hand by the loss of safeguarding ! In this example, and in other similar examples, **the safeguarded salaries would be taken away in Sept. 2006**

TLRs - an issue for all teachers

The introduction of TLRs is a threat to every teacher – not just those who are paid Management Allowances at the moment.

- ◆ The clear intention is to cut the salary bill by reducing the number of additional responsibility payments available in a school. This will further reduce the chance of promotion for younger teachers and damage their career prospects.
- ◆ It is part of a “remodelling” agenda which proposes saving money through “teaching-on-the-cheap”. Teachers will be paid less for additional responsibilities. Cheaper, non-teacher qualified staff will be employed instead of qualified teachers.
- ◆ It is yet another move away from a clear pay structure where salaries were based on experience and responsibilities. Increasingly, teachers will be told that they will have to depend on divisive performance pay to improve their salary. But, as the Upper Pay Spine is showing, PRP will be used to ration pay and make staff work more to gain their pay rise.
- ◆ Staff restructuring will be driven by budget pressures, not by what's best to meet the needs of the school. Just because management allowance posts are cut, it doesn't mean that the additional work doesn't still need to be done! Other staff will have their workload increased - with or without a TLR. Vital posts that are needed in the school may be cut.

TLRs: a programme for action

1. GET INFORMED

- ◆ Talk to your colleagues – including non-NUT members – about TLRs.
- ◆ Organise a school meeting. Invite an NUT Officer to speak.
- ◆ Come to the Lewisham NUT Meeting at the PDC at 5 p.m. on Monday, June 20th.
- ◆ Look out for further advice from the Union. Ring the NUT Office with your own queries.

2. SHOW YOUR OPPOSITION

- ◆ Pass the motion below at your school NUT group and send it to the NUT Office.
- ◆ Also send it to your Head and Governors and ask them to oppose TLRs as well.

“ We oppose the new TLR payment and staffing structure legislation which threatens damaging upheaval in schools across the country and will mean teachers facing cuts to their pay, posts and pensions. We call on the Government to halt their implementation and reopen negotiations with all unions concerned. However, if they refuse to reconsider, we call on the NUT to organise a national campaign of action to defend members and pledge our support for such a campaign.”

3. REQUEST FULL CONSULTATION

- ◆ Schools have to consult with unions about changes to TLRs and staffing structures. Ask your Head when Governors plan to start consultation. Make sure that any timetable for discussion gives you plenty of time to comment, obtain further information and to seek full advice from the NUT Office.

4. PREPARE FOR ACTION

- ◆ NUT Conference agreed that a Special Salaries Conference should be considered this year. Such a Conference will assess the reports from schools around the country and prepare a plan of action to defend members, oppose TLRs and win our demands for decent salaries.

Demand “No Detriment” from TLRs

As the problems with the TLR system become clear, the campaign to demand their withdrawal will gather strength. But, until TLRs are ditched, NUT members must demand in consultations that no teacher should suffer any detriment as a result of the new scheme. That means securing:

- ◆ **No reduction in the total number of responsibility posts within the school; sufficient numbers of posts for all staff with additional responsibilities to be paid for them.**
- ◆ **No redundancies; no loss of posts or status; no imposition of additional workload; no changes to job descriptions without agreement.**
- ◆ **Full transfer of existing Management Allowance holders to upgraded TLR payments.**

The lack of permanent safeguarding means that pay cuts can only be avoided if schools upgrade staff to the next equivalent TLR. This will mean giving pay rises instead of pay cuts. It's no more than teachers deserve - after all Management Allowances have been frozen since 2003 ! Of course, that will mean an additional budget pressure on schools. But that's why Governors should join us in opposing TLRs and demanding schools are properly funded to meet the costs of both pay and PPA.

Demand a full upgrade to TLRs:		Pay Gain:	NUT MEETING TLRs ◆ Questions and Answers ◆ Building Action Lewisham PDC, Kilmorie Rd, 5 pm, Monday 20 June JOIN THE NUT !
MA 1 upgrades to	£ 2,250	£ 612	
MA 2 upgrades to	£ 3,750	£ 438	
MA 3 upgrades to	£ 6,500	£ 812	
MA 4 upgrades to	£ 8,500	£ 667	
MA 5 upgrades to	£ 11,000	£ 428	