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STRB REMIT: MATTERS FOR REPORT

I should first of all like to repeat my warm congratulations on your appointment as Chair of the STRB, and I am looking forward to working with you over the next few years. As signalled in my last remit, I want to see greater freedoms and flexibilities in teachers' pay and conditions that are consistent with the Government's commitment to reduce the rigidity of the existing framework. My aim is that it should better support my aspirations to raise the status of the profession, and help raise standards of teaching in our schools to be amongst the very best in the world.

Nothing is more important in any education system than the quality of teaching. That is why I want to attract even more of the best entrants, and to develop and retain good teachers who can make the most difference to pupils' learning. I am now asking the STRB to review the current provisions and provide recommendations on how to reduce the rigidity of the pay system such that it best supports the recruitment and retention of high quality teachers in all schools. I would be grateful for recommendations on where progress should be made rapidly; and where more detailed work would be required if I wished to proceed further.

In considering this objective, I would particularly welcome your advice on how we might strengthen the link between pay and performance, and on any particular barriers to this inherent within the current School Teachers' Pay and Conditions Document (STPCD), including consideration of incremental progression pay.

Following the Chancellor of the Exchequer's Autumn Statement and subsequent letter of 7 December to pay review bodies, I would also be grateful for advice, in this remit, on how to make pay more market-facing for teachers. The matters which I would ask the Review Body to examine include those set out in that letter and

reproduced in the attached annex.

As background to your work, you will also wish to be aware that following the Teachers' Standards Review's recommendation on a single set of standards to replace those for Core and Qualified Teacher Status, I have already approved those standards to come into force from 1 September 2012. They will be published in the 2012 STPCD.

I envisage this remit forming the first part of a two stage process. Firstly, I would be grateful for your conclusions by 28 September on how best to implement pay reform, as set out in this letter. I then intend to issue a second remit that will seek further advice on the implementation of specific options, as well as the matter of the pay award for 2013.

Matters for report

I refer to the STRB the following matters:

- a. how the pay framework for teachers should best be made more market facing in local areas;
- b. how the pay scales, including the main and upper pay scales, should be reformed to more effectively link pay and performance, including arrangements for progression; and
- c. what other reforms should be made to teachers' pay and conditions in order to raise the status of the profession and best support the recruitment and retention of high quality teachers in all schools.

Timescale for report

I require you to report your initial findings on the above matters to me by 28 September 2012. I shall then consider your advice and return with a subsequent remit to provide further advice, including on the matter of the pay award for 2013.

I am very grateful to the STRB for all your work and look forward to receiving your report in due course.

with my grateful thanks,

M.G.

MICHAEL GOVE

Considerations to which the STRB is to have particular regard

These considerations are:

- a. the need to make all recommendations affordable within the context of the Government's plans for deficit reduction – proposals should not lead to any increase in paybill in the short or long term;
- b. recruitment and retention data and wider economic and labour market conditions;
- c. the need to encourage consistent and reasonable pay arrangements which both support recruitment and retention of good graduates and reward high performance;
- d. the importance of promoting simplification of the pay system;
- e. the need for coherence across the teachers' pay system; and
- f. the relevant legal obligations of relevant bodies, including anti-discrimination legislation.

Local pay – additional factors the STRB should take into account

- g. the difference in total reward between teachers and those of similar skills working in the private sector by location – and the impact of these differences on local labour markets;
- h. how private sector employers determine wages for staff in different areas of the country;
- i. what the most appropriate areas or zones by which to differentiate pay levels should be;
- j. the need to ensure that proposals are consistent with law on equal pay;
- k. whether and how the new approach could be delivered within national frameworks; and
- l. whether proposals should apply to existing teachers, or just to new entrants.