

BATOD response to the draft 2008 School Teachers' Pay and Conditions Document

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The British Association of Teachers of the Deaf would like to seek clarification on the following points.

1. Paragraph 5 and subsequent paragraphs re: safeguarded sums.

We refer back to earlier documents which formed a basis for the award of a safeguarded fixed sum for teachers of deaf, visually impaired and multi-sensory impaired children who held a mandatory qualification.

The Teachers' Pay and Conditions Document **1993, paragraph 19** awarded an extra point on the new scale to those teachers of the deaf or blind, paid on the maximum of the scale and receiving an allowance for the mandatory qualification. This meant that those on the maximum of the scale holding the "B" allowance and an allowance for the mandatory qualification were assimilated on to **point 12 of the new scale**, rather than to point 11. Similarly, those holding "C" or higher plus the mandatory qualification were assimilated on to the new scale at one point higher than a straight transfer would have given them. This point was safeguarded as long as they remained in the same post.

Circular 12/99 which gave guidance on the putting into effect of the **1999 Pay and Conditions document, paragraph 86** states that when the salary to be safeguarded is determined by a points entitlement; points for qualifications, experience or special needs are safeguarded as long as the teacher continues in the post.

Any points awarded under paragraph 19 of the School Teachers' Pay and Conditions Document 1999 (**such as the former allowance for teaching deaf or blind pupils**) should have their pay safeguarded as long as they remain in post."

Paragraph 9b states that any additional points awarded under paragraph 19 of the 1999 Document (**for example, the additional point awarded in 1993 for those holding the allowance for teaching blind or deaf children, will be cash safeguarded while the teacher remains in post**).

All this led to a safeguarded sum of £2151 which was a fixed amount and was awarded to a teacher holding the mandatory qualification as long as

that person remained in post and irrespective of additional points such as threshold payments.

We request that there is an endorsement of the above conditions which applies to this specific safeguarded sum and does not mean that the recipient of the sum should have to engage in additional duties.

2. Paragraph 18.2.1a states that: "Subject to sub-paragraph 3.2, the relevant body may award:

> (a) 1 point to a classroom teacher who has been notified that a year of employment has not been satisfactory, in respect of that year."

If the teacher has had an unsatisfactory year we think that an explanation should be given as to why an additional point should be awarded.

2. Paragraph 45: Unattached Teachers. We would like a clear endorsement that where unattached teachers have, as part of their role, a teaching commitment as well as an advisory responsibility, then it is not legal for them to be moved on to an alternative pay scale, e.g. Soulbury, if their job descriptions remain the same against their wishes.

We trust that the above points are relevant and helpful and look forward to your reply.

**Paul A Simpson
National Secretary
July 2008**