

ATL Pay Policy Checklist



Abolition of the main and upper pay scale (paragraphs 15 and 16)

The school should adopt the reference pay scale for all teachers on the main and upper pay scale.
The school should not create its own pay scale or place teachers on spot salaries.

End of portability of points on the main and upper pay scale (paragraph 14.3)

The pay policy should detail how the school will determine the salary of teachers on appointment.
The school should honour previous salaries on the main and upper pay scale.

Performance related progression on the main pay scale (paragraph 21)

The school should have an effective appraisal system in place.
There is a commitment that clear objectives for progression will be agreed with teachers.
There is a programme for training appraisers in place.

Differentiation

The pay policy should not allow for teachers to progress at different rates on the pay scales.
Progression should not usually be withheld unless there are serious problems with performance.

Threshold applications (paragraph 17)

The pay policy clearly outlines the threshold application process.
The pay policy is clear what evidence is required to cross the threshold.

TLR3 payments (paragraph 25)

The policy sets clear criteria for the duration and level of TLR3 payments.
The policy is clear that TLR3s will only be used for short-term or one-off projects.

ASTs, ETs and Leading Practitioners (paragraph 18)

All ASTs and ETs must be reassigned to Leading Practitioner posts or the upper pay scale.
The school must decide whether it will have any Leading Practitioner posts.
The school must set clear criteria for determining the duties of Leading Practitioners.
The school set clear criteria for determining the pay range for Leading Practitioners.

Recruitment and retention payments (paragraph 47)

The policy sets clear criteria for when R&R payments will be used.
The policy sets clear criteria for determining the level of R&R payment.
The policy states when R&R allowances will be reviewed (at least every 3 years).

Unqualified teachers (paragraph 19)

The pay policy details how the salary of unqualified teachers will be determined on appointment.
The school should adopt the reference pay scale and not place unqualified teachers on spot salaries.