

Outcomes of Performance Management Pay Review 2017

Date of Meeting with Governors: 17/10/17

Governors in attendance: J West & T White

	Scale as at Oct 2017	Proposed Sep 2017	Decision of Pay Review	Change to salary	Date Letter sent to staff stating outcome of decision
1	M5	Maternity			
2	M6	UPS1	UPS1	+ 1 scale point to UPS1	20 th October 2017
3	M2	M3	M4	+ 2 scale points to M4	20 th October 2017
4	UPS1 (Y2)	UPS2	UPS2	+ 1 UPS to UPS2	20 th October 2017
5	L6	L6	L6	↔	20 th October 2017
6	M5	M6	M6	+ 1 scale point to M6	20 th October 2017
7	L6	Honorary payment equivalent to 1 scale point	L6 + honorary payment equivalent to 1 scale point	honorary payment equivalent to 1 scale point	20 th October 2017
8	M3	M4	M4	+ 1 scale point to M4	20 th October 2017
9	UPS1 (Y1)	UPS1 (Y2)	UPS1	↔	20 th October 2017
10	UPS1 (Y2)	UPS2	UPS2	+ 1 UPS to UPS2	20 th October 2017
11	M2	M3	M3	+ 1 scale point to M3	20 th October 2017
12	UPS1 (Y1)	UPS1 (Y1)	UPS1	↔	20 th October 2017
	H33	To discuss with PM Governors	J38	From band H to band J to ensure job description and role I school match	20 th October 2017

Overall, of the 12 teachers who had their Performance Management targets reviewed in October 2017 (they were set October 2016);

3 teachers have met targets and have **moved 1 scale point** up the Main Scale pay ladder

1 teacher has exceeded targets and has **moved 2 scale points** up the Main Scale pay ladder

1 teacher **has met targets** and also met at M5 and has applied to cross threshold to UPS1.

2 teachers **have met targets** have had 2 successful at UPS1 and have applied to cross from UPS1 to UPS2.

1 teacher has **met/exceeded targets** and has demonstrated one successful year at UPS1. They now in second year of cycle.

1 teacher **has not met targets** in their first year of UPS1 so will need to demonstrate 2 consecutive successful years at UPS1

1 teacher is top of scale and has exceeded all 3 targets so it has been agreed an **honorary payment** equivalent to 1 scale point

1 teacher **has not met targets** on Leadership scale.

1 teacher is currently on maternity leave and we will complete PM on her return.

In summary; 2 exceeded targets, 7 met targets, 2 not met targets (1 to complete)