

ATL Pay Policy Checklist

Abolition of the main and upper pay scale Has the school adopted the reference pay scale? Has the school created its own pay scale? Has the school decided not to have a pay scale and to place teachers on spot salaries?	
End of portability of points on the main and upper pay scale Has the school decided how to determine the salary of teachers on appointment? Are the school honouring previous salaries on the main and upper pay scale?	
Performance related progression on the main pay scale Does the school have an effective appraisal system in place? Is there a commitment that clear objectives for progression will be agreed with teachers? Is training in place for the appraisers?	
Differentiation	
Threshold applications	
TLR3 payments Has the school made provision for TLR3 payments? Has the school set clear criteria for when TLR3 payments will be used? Has the school set clear criteria for determining the level of TLR payment?	
Recruitment and retention payments	
ASTs, ETs and Leading Practitioners	
The responsibility for making pay decisions	
Unqualified teachers	
Leadership posts	