

INTO Guidance on Leadership Pay

The new Determination 2006/16 provides important if long overdue opportunities for School Governors to redress anomalies and erosion of differentials in principals' and vice-principals' pay. INTO advise principals to seek early meetings of Governors to amend the School Salary Policy statement and introduce a new ISR for the school.

The Determination extends the Leadership Spine from 41 to 43 points and each school group size is increased by 2 points

The resetting of the School Group is now **exclusively** the responsibility of the Board of Governors. Advice for the Governors will be provided by the relevant employing authority but Governors must be aware **that this is advice only** which the Governors are required to note in their minutes but Governors remain exclusively responsible for the pay ranges of principals and vice-principals subject to issues of affordability. Employing Authorities will be keen to act as gatekeepers to maintain the existing unacceptable pay arrangements for principals and vice-principals. It is important that Governors robustly remind employing authorities of the limits of their advisory role.

Yes let them exercise what they call their 'challenge function' but the integrity of the Board of Governors' decision making process remains supreme.

Key factors for Governors in setting new ISRs for principals' and vice-principals include:

- (i) The introduction of the Upper Pay Scale leading to the serious erosion of differentials between the highest paid teacher in the school and the school vice-principal and ditto the principal;
- (ii) In addition with the predominance of small schools in Northern Ireland. Many principals and vice-principals are corralled at the highest point of their ISR and until now could only seek salary progression by moving from their school to a bigger school elsewhere;
- (iii) Boards of Governors can now reset their school ISR in order to retain or attract principals and vice-principals. The facility for Governors to do so under this new agreed Determination must now be taken advantage of to address existing salary anomalies.

Employing Authorities have drawn up advice and this will include exemplars of the circumstances in which they consider it appropriate for Governors to amend their school ISRs. This will issue soon and will also be included on our INTO website.

INTO advise principals as the lead teaching professionals in their schools to draw all these matters to the attention of their Governors and advise them with the necessary background information bearing in mind that when the Board of Governors actually discuss proposals, the Principal must not be present.

Further advice is available locally from Northern Committee reps and Northern Office.

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