



NATIONAL UNION OF TEACHERS

DERBYSHIRE ASSOCIATION

October 2006

Performance Management – a stay of execution!

Dear Colleague,

The consultation has ended but the government has not yet decided on the format of the new Performance Management regulations. The Union believes that the original proposals, from the RIG group and the DfES would be detrimental to all concerned and create considerable extra workload.

The government has announced a delay in the implementation of the new scheme. It will not now come into operation until the 2007-8 performance management cycle. Plans will have to be in place by the end of October 2007. (December for Headteachers' PM).

There is therefore still no need to begin the planning for your school's scheme.

All PM reviews and target setting for this year will be done under the existing scheme.

It is very important to wait until the new regulations are published before beginning the process. There could be (and the Union still hopes for) significant changes from the original proposals. **The Local Authority has recently advised Heads not to proceed until more is known** The DfES and The LA are both postponing their training sessions until more is known. We are hoping to have input into these at a national and local level.

Remember that the major changes envisaged were –

- School Improvement Partners would be **Heads'** reviewers.
- **Only** teachers' line managers could be their reviewer.
- **Reviewers** would 'determine the recommendation on **pay progression**'.
- Up to **3 hours** observation per PM cycle & **no limit** on other observations.
- Observation could cover **many more** aspects of the teachers' work
- **No limit** to the number of reviewees per reviewer.
- **No limit** on the number of PM objectives.
- Changes to the appeal procedures.
- Requirement for schools to have an observation protocol.

The Union will be publishing its own draft guidelines on PM and on Workload which members will receive at their home quite soon.

Yours sincerely,