



Performance Related pay for EFL staff

- 1) How are pay increases usually managed?
- 2) What are the performance parameters that might be considered ?
- 3) How objective are they ?
- 4) Is this divisive
- 5) How can all stakeholders be included in creating an agreed approach?



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1) How are pay increases
usually managed in your school?

Ans) $x\%$ to everyone every z years



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2) What are the performance parameters
(other than teaching)
that might be considered?



Performance Parameters suggested at the workshop

Social Pgm	Exam class tchg	Records of work
Support Stds	Cpd workshops	Report writing
Std Retention	Mentoring	Marking registers
Std satisfaction	Improving yrself	Being punctual
Testing	Little unpaid leave	Being flexible



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3a) How objectively can the performance objectives be measured

A) Most CAN be measured objectively



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3b) Are they all of similar importance to your school?

A) Your organisation decides – you can ‘weight’ the more important ones



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4) Is Performance Related Pay divisive?
(Is being divisive bad?)

A) Management and most staff want
more contributing staff to be rewarded.



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5) How can all stakeholders be included in creating an agreed approach?

A) Lots of discussion