

29 September 2022

Shirley-Anne Somerville MSP
Cabinet Secretary for Education and Skills
Scottish Government
St Andrew's House
Regent Road
Edinburgh
EH1 3DG

By email to: CabSecES@gov.scot

Dear Ms Somerville

TRADE DISPUTE – TEACHERS' PAY

I write further to my previous correspondence to you.

The NASUWT is currently campaigning for its members employed in Scotland, in all sectors, to be awarded a 12% pay increase this academic year.

The award of a 12% pay increase is demanded with immediate effect, with the expectation that it is backdated to the start of the current pay award period.

The NASUWT is, or will consider itself to be, in dispute with the Scottish Government and employers in relation to the issue of teachers' pay, which is fundamental to our members' terms and conditions of employment, where our demands have not been accepted.

Any failure to ensure a 12% pay increase for teachers will have serious consequences not only on teacher recruitment and retention, but subsequently on the proper education of children and young people. The most recent evidence shows that 73% of teachers are seriously considering leaving the job, citing pay as a key contributory factor, following 12 years in which the value of teachers' pay has fallen substantially.

For the avoidance of doubt, in the event that an immediate programme of pay restoration is not confirmed, commencing with a pay award of at least 12% for

all teachers this year, the NASUWT will have no alternative other than to ballot our members for industrial action.

The NASUWT will continue to support and advise our members on this issue, up to and including inducement to take industrial action, should the 12% pay award not be met.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Patrick Roach', with a long horizontal flourish extending to the right.

Dr Patrick Roach
General Secretary