States of Guernsey
Human Resources

Human Resources
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Mr Charlie Towers
Chair
Negotiating Committee for Teachers and Lecturers in Guernsey
BY EMAIL

28 September 2026

Dear Chair,

Teachers', Lecturers' and School Leaders' Pay Offer 2026/27

I write further to the formal pay claim submitted by the Negotiating Committee for Teachers and Lecturers in Guernsey (NCTLG) and our meetings on 17th and 24th September 2026.

I can confirm that the Policy & Resources Committee met on 22nd September 2026 and carefully considered NCTLG's claim for a three-year pay award based on RPI plus 2% in each of September 2026, September 2027 and September 2028, together with the wider matters raised concerning inflation measurement, recruitment and retention, pay structures, housing and the cost of living. The Committee's response to these issues is set below.

Pay Award

In relation to the matter of the historic pay erosion claim, the Committee is of the view that this is not a matter it is able to address. Each annual pay award settlement is negotiated and agreed separately in light of the circumstances prevailing at the time. Inflation is one of these factors alongside affordability, recruitment and retention, market conditions and the wider context of public sector pay. Each settlement is then concluded through the relevant collective bargaining and membership processes and represents the agreed position for that pay year.

Against that background, the Committee does not consider that differences between cumulative pay awards and inflation over a selected period constitute an outstanding pay claim to be addressed through the current or future negotiations. Reviewing earlier settlements solely by reference to inflation would not reflect the range of factors on which those agreements were reached and accepted at the time. It would also set an unsustainable precedent across the public sector in Guernsey whereby inflationary increases could be seen as the automatic minimum for future awards.

The Committee has also carefully considered NCTLG's assessment of affordability. Published headline figures from the States of Guernsey's Accounts provide important context but do not, on their own, indicate the level of funding available for additional recurring expenditure. Annual results can include one-off income and asset valuations, while reserves may already be committed or designated for specific purposes. The Policy Letter "Tax Reform 2026", dated 8 June 2026, provides further helpful detail in Appendix 10 (found here - Tax Reform 2026 | Guernsey Parliament) and clearly identifies a funding gap of £50 million.

In considering the level of any award, the Committee must also have regard to the States Assembly's direction relating to cost control. This requires a careful balance between recognising employees' contribution, maintaining sustainable public services and managing recurring expenditure responsibly.

In summary, having fully considered NCTLG's submission, the Committee is not able to accept a programme of pay awards to restore the claimed historic pay erosion. Having considered the wider factors outlined above, the Committee is prepared to make an offer of a 4.0% increase on basic pay and all applicable allowances, effective from 1 September 2026.

Use of RPI as the Inflation Measure

The Committee has carefully considered NCTLG's request that RPI should be used as the principal inflation measure for pay negotiations. Having considered the points raised, the Committee believes that RPIX continues to provide the most appropriate reference measure at present and supports a consistent approach across States of Guernsey budgeting and all public sector pay discussions. The Committee therefore intends to retain RPIX as the reference measure for the current pay negotiations and there are no plans for this to change in the future.

Recruitment and Retention

The Committee recognises the importance of maintaining an attractive and sustainable workforce across teaching, lecturing and school leadership roles. It has carefully considered NCTLG's concerns about reliance on recruitment from outside Guernsey, competition from other jurisdictions and sectors, and the effect that housing and wider living costs may have on attracting and retaining suitably qualified staff.

Current workforce data indicates that the overall position has improved. As of September 2026, there were five known substantive teacher vacancies across States schools. Twelve agency teachers were in place, although these were covering not only the above vacancies but also posts where permanent appointments had been made and the successful candidates have later start dates, together with shorter-term absences such as maternity leave and secondments.

Teacher turnover has also reduced from 15.2% in 2023 to 11.3% by the end of the 2024/25 academic year. The initial figure for 2025/26 indicates a further reduction to approximately 10.2%, although this remains subject to confirmation once the September payroll position has been finalised.

The Committee does not underestimate the operational impact that individual vacancies or staffing changes can have on particular schools or services. It also acknowledges that recruitment pressures may be more pronounced in certain settings, shortage subjects, specialist roles or leadership posts. However, the available evidence does not indicate a consistent recruitment and retention problem across the pay group as a whole. In addition it does not suggest that the States of Guernsey is experiencing any significant challenges in attracting suitable candidates for teaching roles in Guernsey.

Recruitment and retention will continue to be monitored closely, including vacancy levels, turnover, use of agency staff and the experience of recruiting to particular roles. Where the evidence demonstrates sustained difficulty in a specific area, the Employer would welcome continued dialogue with NCTLG on proportionate and appropriately targeted workforce measures.

Teacher Pay Structure

The proposal to replace the current main and upper pay scales with a single six-point scale has been noted. As you are aware Teacher terms and conditions, including pay structures and the relationship between pay progression and performance management arrangements, are already being considered through the wider terms and conditions review. This work will continue

separately from the 2026/27 pay negotiations, with any proposals subject to the agreed consultation and approval processes.

Housing and Cost of Living

The Committee acknowledges the pressures created by housing affordability and the wider cost of living in Guernsey, including their potential effect on relocation and retention. However as these challenges affect employees across a wide range of services, the Committee considers that they are best explored through the existing housing and accommodation workstreams. The Committee will remain mindful of the issues raised by NCTLG in this regard as that broader work develops.

Employer's Formal Offer

In summary I can confirm that the Employer's formal offer is:

- A general pay increase of 4.0% on basic pay and all applicable allowances, effective from 1 September 2026.

This is a single year pay offer for the 2026/27 pay year.

Next Steps

It is understood that NCTLG will wish to consult or ballot its constituent unions and members on this offer. I would be grateful if you could confirm the intended timetable and advise me of the outcome at the earliest opportunity.

Should you require any clarification in relation to the offer or the matters addressed in this letter, please do not hesitate to contact me.

Yours sincerely



Stephen Glencross
HR Director – Employee Relations and Reward

For and on behalf of the Employer