



Teachers' Pay  
the facts

In a publicly funded education system, all children and young people are entitled to be taught by those who are recognised and rewarded as highly skilled professionals.

**14.7%** is the amount by which teachers' pay has been cut since 2010

**3.3%** was the pay award for graduates in other professions in 2014...

...teachers got **0%\***

\* 2014/15 pay award still pending



70%

of teachers believe that people are put off a career in teaching because of pay



60%

of teachers would not recommend teaching as a career



81%

do not think that teaching is competitive with other professions



70%

of women teachers believe people are put off a career in teaching because of pay



81%

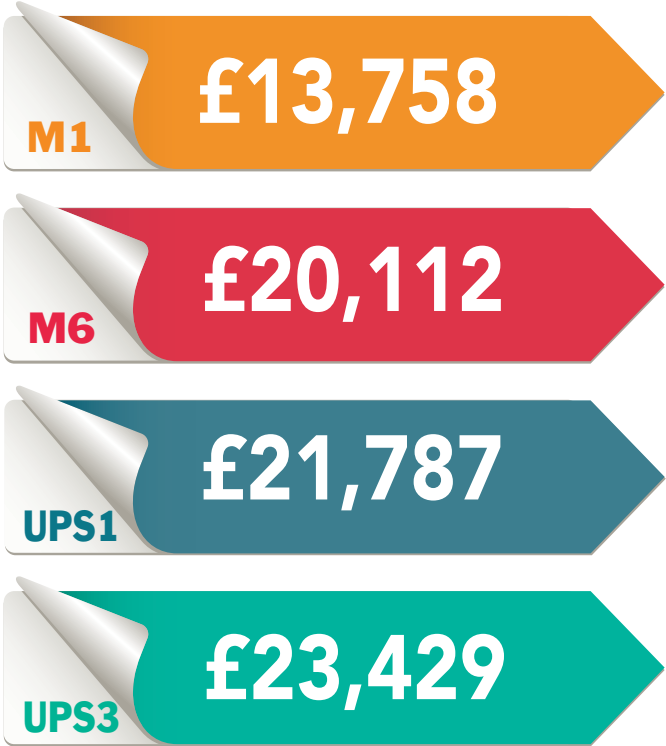
could not afford to pay any more for their pensions



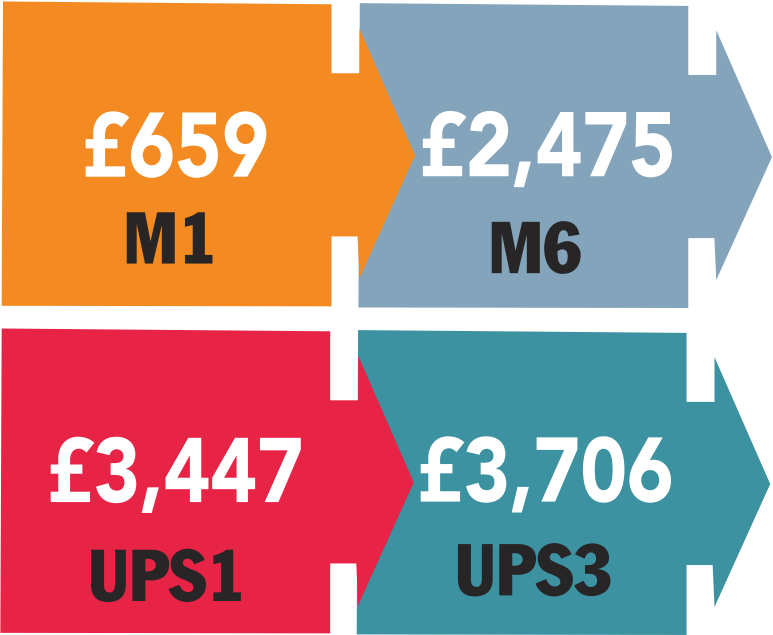
74%

of young teachers would not recommend teaching as a career

Teachers' cumulative salary loss from 2010 to 2016



Additional pension contributions 2012-2015



\*Based on 1% pay increase 2015-16

## Cost of Living



Teachers have been affected by a reduction in their standard of living.

68%

Teachers are not able to save

Teachers have had to cut back on social activities

70%

39%

Teachers have had to cut back on expenditure on food

Teachers have had to delay paying of bills

13%

36%

Teachers have increased their use of credit

Sustaining the professional standards of teachers and maintaining the integrity of the profession through the recruitment of good graduates and the retention of teachers is important to ensure that all children and young people receive the highest standards of education.

Teaching must provide a competitive alternative for an increasingly mobile graduate labour market.

The deep cuts to teachers' pay as a result of public sector pay restraint have not only disadvantaged teachers generally but have led to growing inequality, with women's pay lagging behind that of men as a result of gender bias and discrimination. Black and minority ethnic and disabled teachers also report a high incidence of workplace discrimination and are disproportionately represented in the lowest grades.

At a time when 64% of teachers have considered leaving the profession altogether in the last 12 months,<sup>1</sup> pay is an important factor in sustaining the motivation and morale of the teaching profession.

The NASUWT is in a trade dispute with the Northern Ireland Assembly over teachers' pay.

It is important that members support the trade dispute by following the NASUWT action instructions.

For further information on the NASUWT industrial action, go to  
**[www.nasuwt.org.uk/ActionNorthernIreland](http://www.nasuwt.org.uk/ActionNorthernIreland)**

**NASUWT**  
The Teachers' Union  
NORTHERN IRELAND

For further advice

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1. NASUWT Annual Big Question Survey.



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