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General Secretary: Dr Patrick Roach

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

By email: CabSecES@gov.scot

Dear Shirley-Anne,

TEACHERS' PAY

In my letter to you on 20 May 2021, I raised with you the need for proper recognition for the contribution made by the teaching profession during the pandemic to be reflected in this year's pay award and that a substantial, above inflation pay award would be needed for all teachers this year. I also made clear to you that the Scottish Government should not underestimate the damage which will be done to the morale of the teaching profession by a pay award that fails to address the real-terms cuts to the value of teachers' pay over the last decade.

Regrettably, I must write to you again on this matter following the failure of the ongoing pay negotiations to deliver a satisfactory pay offer for the profession.

The latest position of the SNCT Employers Side is a 1.22% award to be made to teachers for 2021-22. Notwithstanding the significant delays in coming forward with this derisory offer, you should be clear that the current offer falls significantly short of teachers' expectations and is wholly inadequate in the context of increased cost of living pressures and against a backdrop of a real-terms deterioration in the value of teachers' pay since 2010.

The NASUWT has undertaken an indicative survey of its members in Scotland. The response from our members has been overwhelming:

- 85% reject the current pay offer of 1.22% for teachers in Scotland.
- 82% believe that the current pay offer is unfair in the current circumstances.

- 78% agree that a pay award of 1.22% will have a negative impact on their morale.
- 86% would be willing to take some form of industrial action in response to the current pay offer.
- 74% would be willing to vote for strike action to get a better pay deal.

The anger of teachers over the failure to deliver a fair pay award is clear and should not be underestimated. The current offer of 1.22% represents a further significant real-terms pay cut to teachers' pay, further compounding a decade of erosion in value of teachers' salaries.

Pay is a major issue of concern for NASUWT members, adding to their concerns over excessive workload, wellbeing and health and safety. These concerns demand your urgent intervention and action if the continued support of teachers in securing your plans for education recovery are to be assured.

I must be clear to you that no option is being discounted by the NASUWT in supporting our members, collectively, to secure a fair pay award.

At a time when more and more is being asked of the profession, we ask you now to take such steps as may necessary to insist that employers come back to the negotiating table urgently with an improved offer which will deliver real progress towards pay restoration for teachers.

As ever, the NASUWT remains committed to working with you on these matters in the interests of the teaching profession and the education of our children and young people.

Yours sincerely,



Dr Patrick Roach
General Secretary