

Pay Update

The NASUWT has now received a further notification from the Policy and Resources Committee of Guernsey that, despite the table that was emailed to all staff by the employer, the pay award for 2020 will consist only of a 0.8% increase in respect of moving the pay award date from September to January, and the 2.4% award stated in the table will not be paid as the employer claims this refers to the 2019 award. The relevant part of the table is reproduced below.

GROUP	REVIEW DATE	AWARD		
		2020	2021	NOTES
TEACHERS & LECTURERS	1 September 1 January with effect from 2021	2.4%* 0.8% ^	0%	^ top up to end of year and move pay date to 1 Jan

The NASUWT has already raised strong objections with the employer, stating that the published table clearly stated a 2.4% increase for 2020, with no indication that this pertained to the 2019 award. This means that teachers will receive 0.8% in 2020 and 0% in 2021, which represents a substantial real-terms pay cut and is significantly less than most other pay groups.

Throughout the COVID-19 crisis, teachers and other public sector workers went above and beyond to keep the island functioning. In the case of teachers, this included willingly giving up holidays and switching without any notice to online platforms, which involved considerable extra workload. The reward for this commitment and dedication is an imposed pay award and a substantial real-terms pay cut, greater than other pay groups, compounding the already significant pay erosion since the financial crisis.

Unfortunately, the employer's actions have led to the NASUWT having little option but to declare an official dispute through the Negotiating Committee for Teachers and Lecturers in Guernsey (NCTLG). The Union will discuss this with the other unions comprising the NCTLG as soon as possible and members will be kept updated as further information becomes available.

Any comments on the awards can be sent to: nasuwt@mail.nasuwt.org.uk.



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