

Pay Update

The Policy & Resources (P&R) Committee of Guernsey has determined that it will be imposing both the 2020 and 2021 teacher pay awards without any negotiation whatsoever with the NASUWT. Teachers will receive 2.4% backdated to 1 September 2020. There will be no award for 2021.

The States of Guernsey has also included in the imposition a move of the pay award date from September to January, and an additional 0.8% is awarded from 1 September to account for this, and an apparent change in the reference inflation figure which historically tracks lower than the current Retail Prices Index (RPI) figure. Given that the 2019 pay award was also imposed, this means that effectively the States will have refused to negotiate over teachers' pay for three years.

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 real-terms pay cut, compounding the already significant pay erosion ever since the financial crisis began.

Whilst other jurisdictions are still struggling with the impact of COVID-19, the swift action of the States in containing the virus allowed normal life to return in Guernsey relatively quickly. This has protected the economy from the worst effects, and the indicators are already positive for a strong bounce-back in 2021. The States can afford an acceptable increase if it chooses.

The NASUWT will ensure that the P&R Committee is fully aware of our objections and the need for meaningful negotiations to take place, and will keep members fully informed of any developments. However, the States' refusal to negotiate puts the profession in a very serious position.



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