

## Pay Update

The NASUWT, along with other unions, met with senior officers from the Department for Education, Sport, and Culture (DESC) on 24 July.

Options for settling the current pay disputes were discussed. However, no improved offer was made pending further talks in the Autumn. The DESC confirmed that, in line with their contractual obligations, they will honour the pay award for 2020-21, once confirmed in the School Teachers' Pay and Conditions Document (STPCD), without the need for redundancies.

Although there will be no redundancies, the recommendations are equivalent to a 3.1% increase in the overall pay bill, 2% of which is already included as an addition to the DESC's budget and the remaining 1.1% will be found from within existing budgets.

The NASUWT continues to express its disappointment that further progress has not been made, and will seek to engage positively when talks reconvene. It is absolutely vital that pressure is maintained on the DESC and Isle of Man Government. Every member is urged to return their ballot paper and vote "YES" before 4 August.

### STRB Recommendations

The Secretary of State for Education in England has accepted in full the 30th Report of the School Teachers' Review Body (STRB), which recommended the uplift to pay ranges scales and pay ranges as follows:

- the minimum of the Main Pay Range (MPR) is increased by 5.5%;
- the reintroduction of pay points on the MPR and Upper Pay Range (UPR), uplifted as follows:
  - M1 – 5.5%;
  - M2 – 4.95%;
  - M3 – 4.4%;
  - M4 – 3.85%;
  - M5 – 3.3%;
  - M6, U1, U2 and U3 – 2.75%;
  - other allowances - 2.75%.

The DESC has stated that the Isle of Man teachers' pay scales will be amended in line with these increases.

The 2020 STPCD will be published, pending statutory consultation, and will apply to teachers in the Isle of Man through the contractual link to the STPCD.

### Recommended Advisory Pay Points

The STRB recommends the following advisory pay point structure for the MPR and UPR from September 2020.

	Annual Salary
M1 (MPR minimum)	£25,714
M2	£27,600
M3	£29,664
M4	£31,778
M5	£34,100
M6 (MPR maximum)	£36,961
U1 (UPR minimum)	£38,690
U2	£40,124
U3 (UPR maximum)	£41,604

