

Pay Update

The NASUWT has declared a formal dispute over pay through the Negotiating Committee for Teachers and Lecturers in Guernsey (NCTLG). The imposition of a real-terms pay cut for 2020 and a pay freeze for 2021 is unacceptable and the NASUWT has used every opportunity to challenge this.

Despite the States' imposition of the pay cuts, the NASUWT has prepared a detailed pay claim on behalf of NCTLG and this will be submitted shortly to the Policy and Resources Committee. The Pay Claim has been posted to the Guernsey section of the NASUWT website (<https://www.nasuwt.org.uk/advice/guernsey.html>) and the NASUWT Guernsey Facebook page (<https://www.facebook.com/groups/guernseynasuwt>). Any members who are on Facebook are urged to join the group, which only NASUWT members can join, as this allows swift updates to be given.

Members will be kept informed regarding the progress of the dispute.

COVID-19 Outbreak

The scale and speed of the recent COVID-19 outbreak, and its apparent spread through education settings, was deeply troubling, and concerns about the safe operation and reopening of workplaces remain paramount. The NASUWT welcomed the Government's decision to close all schools as a result of an increase in cases linked to settings, and the cautious partial reopening that has started. The Union remains committed to supporting the reopening of schools but only when safe to do so. The commencement of in-person teaching must be part of a strong track and trace system, which the NASUWT has so far welcomed from the States. The further reopening of schools must take account of the latest data from the track and trace system so as to avoid any outbreaks within schools, and the Union will be working closely with the States in pressing them to review this data with us and to introduce strengthened mitigations as part of the latest updates to the risk assessments.

Please be aware of the NASUWT's latest advice on mental health and wellbeing and workload, which can be found on the website:

NASUWT | Workload, Wellbeing and COVID-19;

NASUWT | Mental Health and Work-related Stress Toolkit;

NASUWT | Coronavirus Hub.

Your school should also closely be adhering to risk assessment advice on protecting your workload and wellbeing.

1. You should not be duplicating work by teaching in person and remotely at the same time.
2. You do not have to deliver all lessons live, recorded lessons and activities may sometimes be more appropriate.

3. You should not receive judgements as a result of drop-ins.
4. Your school should not be introducing new initiatives where consideration has not been given on how to apply downward pressure on your workload elsewhere.

If you feel that your school is not following adequate risk assessment, which is impacting upon your workload and/or physical or mental health, please contact the NASUWT immediately.

TOIL and Holiday Working

The NASUWT is clear that any working during holiday time is done so voluntarily and that there can be no compulsion for members to work during these times, whether Time of in Lieu (TOIL) is offered or not. This would constitute a change to your contract without consultation.

The NASUWT understands that all teachers who worked through the half term break did so voluntarily and the States have informed the Union that TOIL will be offered. Any members who have difficulty obtaining TOIL for holiday working should contact the NASUWT for further advice.

Alderney Update

The NASUWT is pleased that we have an active and growing membership at St Anne's School in Alderney. The Union recognises there are some issues specific to Alderney members and welcomes the input of Alderney members. The NASUWT is currently exploring holding a meeting with Alderney members to discuss recent concerns regarding holiday working, travelling to see family members and a briefing on recent developments on pay and pensions.



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