

Pay Update

The NASUWT is the only union that remains in dispute over pay. Following the conclusion of the various consultations and ballots, the Department of Education, Sport and Culture (DESC) has determined to impose the one-off lump sum pay award that was rejected by NASUWT members.

As previously stated, although any additional pay is welcome, this one-off lump sum does little, if anything, to address the historic erosion in pay suffered by Manx teachers since 2010.

In addition to continuing to campaign for a substantial increase in pay, the NASUWT is pressing for a future mechanism for deciding teachers' pay on the Isle of Man which will avoid such erosion occurring again.

Re-balloting Process

As required under legislation, the NASUWT will shortly commence a re-ballot of members over the current dispute. Members should receive their ballot papers in week ending 18 December and completed ballots must be received by 11 January. If you have not received your ballot by Monday 21 December, please contact the NASUWT urgently.

It is imperative that all members return their ballots voting 'yes' to both questions. The progress that has been made would not have been possible without the action taken by NASUWT members, and the pressure on the DESC needs to remain in order for further improvements to be made.

Negotiations Update

In addition to the ongoing talks over pay, the NASUWT is continuing to negotiate with the DESC over a range of other issues. These include the appraisal process, union recognition at University College Isle of Man (UCM) and the general collective bargaining processes with the DESC.

These talks have been very constructive and the NASUWT is pleased with the progress that has been made, and the significant change in approach from the DESC recently compared to historically.

One area that the NASUWT has long-standing concerns around is the way the terms and conditions of Isle of Man teachers have been 'cherry picked' from the England School Teachers' Pay and Conditions Document (STPCD). In the last round of talks, it was agreed to look into the feasibility of adopting the STPCD in full, subject to Isle of Man legislative requirements and current enhancements to the document.

Twilights

As there has been significant progress in some areas of the talks, twilight sessions that relate to the disaggregated INSET days can resume after the Christmas break. Members should only attend sufficient twilights that are required to account for the disaggregated days.

