

NASUWT NATIONAL ACTION INSTRUCTIONS

As a result of the successful lawful ballot of members in your School for industrial action, members are instructed to refuse to:

- (i) provide cover for any advance notice absence of more than three days;
- (ii) provide cover for unplanned absences after three days;
- (iii) exceed the 22.5 hours' contact time to provide cover;
- (iv) undertake any administrative or clerical task as defined in Appendix 2.6 of the Teachers' Agreement which previously appeared in the SNCT Handbook (a copy is attached).

These instructions will take effect on 24th May 2019.

Cover

The instructions on cover enforce your current conditions of service provisions, as we know that many members have been pressed by their School to exceed the current provisions, adding to their burdens.

In relation to cover, 'absence' is defined as any occasion where the teacher timetabled to teach the class is absent. For example: a teacher is off sick, on maternity leave, attending an external course/meeting, or has been released from the timetable for internal school activities.

Administrative and clerical tasks

The instruction on administrative and clerical tasks is to enforce the conditions of service provisions which were specified previously in the SNCT Handbook and to remove those tasks which members have told us are adding significantly to their workload burdens. If you are currently undertaking any of these tasks or if you are asked to do so from the date the action instructions come into force, you must refuse to do these from that date onwards. How the School management deals with those tasks after the instructions come into force is a matter for them, not for members.

The lawful ballot for action which you participated in empowers you lawfully to be able to implement the above instructions.

Your Employer has been notified of these instructions by the NASUWT in accordance with the provisions of the legislation, and your Headteacher has been copied into the notification.

There is no need for any individual member to notify the Headteacher or the Employer of participation in the action. By law, employers are not allowed to request a list of names of those involved in the action, and if members are approached about the action, they should immediately contact the NASUWT Scotland Centre. Your Workplace Representative will inform the headteacher that members will be following the action.

All of the above information is on the NASUWT website at www.nasuwt.org.uk/IndustrialActionScotland/. As the action progresses, the NASUWT will provide a list of frequently asked questions and answers on the website to assist members with issues that may arise as a result of the implementation of the action instructions.

Any queries on the action should be referred to the NASUWT Scotland Centre.



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