

## PAY UPDATE

The NASUWT has provided members with regular updates in relation to the progress of the SNCT pay award negotiations ([www.nasuwat.org.uk/scotlandpayaward](http://www.nasuwat.org.uk/scotlandpayaward)).

Following the Deputy First Minister's proposal of 8 March to improve the teachers' pay offer, COSLA met on 29 March 2019 and a formal offer to the SNCT Teachers' Side Chair was received on 12 April.

This offer consisted of the following:

### Part One

- 2018/19 – 3% pay increase for all SNCT grades will apply, up to a cap of £80,000. At or above this figure a flat rate increase of £1,600 will apply. This award will be backdated to 1 April 2018.
- 2019/20 – 3% increase will apply uniformly across all SNCT posts governed by the terms and conditions of the SNCT (no cap).
- 2020/21 – 3% pay increase will apply across all SNCT posts governed by the terms and conditions of the SNCT (no cap).

### Part Two

COSLA has agreed to support the Scottish Government's policy interventions to (a) restructure the Teachers' Main Grade Scale and (b) revalue the salary scales for promoted posts and associated professionals in 2019/20.

#### Main Grade Scale

The effect of the restructuring is to remove scale point one and add 4% to each of the remaining scale points from 1 April 2019. These changes will mean larger increments for staff in post but not yet at the top of the Main Grade Scale, as well as a higher starting salary and faster progression for those coming into the profession.

#### Promoted Posts and Associated Professionals

The revaluation of the salary levels for promoted posts and associated professional grades will add 4% from 1 April 2019 to all relevant pay points. This does not preclude further consideration of pay and reward for promoted posts in relation to the empowerment agenda, in particular the Headteachers Charter.

#### Review of Job Sizing

The Employers' Side and Scottish Government are seeking agreement from the Teachers' Side to make a joint SNCT commitment to review job sizing within the time period of this revised offer. This will build in consideration of the changes through the empowering schools' agenda, issues highlighted in the Headteachers Recruitment Working Group report, and current work on the development of career pathways for teachers and headteachers.

#### Additional Measures

In relation to the development of a range of additional measures, set out in the Deputy First Minister's proposal, aimed at reducing unnecessary workload and addressing challenges in supporting children and young people with additional support needs, COSLA have agreed the two additional in-service days in school year 2019/20. The other measures will be taken forward in discussion with other key partners in the education system following initial discussion through the SNCT.

#### SNCT Meeting on 25 April 2019

The SNCT Teachers' Panel met on Thursday 25 April to determine the position of the unions on the offer.

All unions with the exception of the NASUWT voted in favour of the offer.

Later in the day the Teachers' Side met with the Employers and Government representatives in the full SNCT and the deal was agreed.

The Teachers' Side pressed for a guaranteed date for implementation of the pay rise and backdated element. The Employers will be encouraging councils to make payment by June but could not give a guarantee.

Details of the revised salary levels will be available shortly on the SNCT website and will also be found on the NASUWT Scotland page as soon as they are available. The Union will alert members by email when they have been published.

### **The NASUWT's position**

The NASUWT rejected the pay offer for the following reasons:

The pay offer does little to close the significant teachers' pay gap which has grown as a result of the decade of SNCT agreements (which the NASUWT has consistently opposed) which have cut teachers' pay and worsened other conditions of service.

The NASUWT will not agree any pay award which does not include plans and a timetable for closing the pay gap, enabling teachers to compete with other comparable graduate professions.

As an afterthought, following the NASUWT publicising its campaign for a New Deal for Teachers on pay, workload and other working conditions, including pupil indiscipline, a line was added to the pay offer by the Government on workload and support for pupils with additional needs.

However, once again these are vague promises which do nothing to address the day-to-day crushing workload burdens which 85% of teachers have told the NASUWT is their top concern about their job, affecting their mental and physical health and wellbeing.

The NASUWT has worked constructively in the past with the Government on its workload initiatives and supported a number of the strategies and recommendations which emerged from national working parties. However, these have not been implemented widely at school level and the Government has done nothing to ensure compliance despite repeated requests from the NASUWT. There is no evidence to show that employers or schools generally are taking tackling teachers' workload seriously.

In addition, well over half of teachers have told the NASUWT that there are serious concerns about pupil indiscipline in their school, that more and more teachers feel they are being blamed for pupil behaviour rather than supported, and that there is an attitude in too many schools that verbal and physical abuse are all part of the job. No teacher should go to work with the expectation of being verbally and physically abused and the NASUWT will not stand by while members' health and welfare is at risk.

The pay award and additional provisions agreed in the SNCT meeting on 25 April does nothing to address these issues and it is for these reasons that the NASUWT has opposed it.

### **NASUWT trade dispute with the Minister on pay, workload and the ineffective management of pupil Indiscipline continues**

NASUWT members across the country have been engaged in a ballot for industrial action in furtherance of the Union's dispute with the Minister. Many schools have now returned positive ballot results for both action short of strike action and strike action. Even more schools are seeking to become engaged in a ballot for action.

The purpose of the action is to empower members to be able to put in place actions at school level which will secure improvements to their day-to-day working conditions. Teachers are tired of hearing promises from Government and Employers about more talks on workload and support for pupils with special needs. They want to see tangible measures which make a real difference.

Teachers need a new approach and a new deal from the Government and Employers which addresses all of the issues and adverse management practices which are burdening them and disempowering them.

The NASUWT will shortly be distributing to schools further information about the Union's action.



*demands*

*a* **NEW**  
**Deal** *for teachers*

