

Voluntary Early Release Scheme

Many of you will have received correspondence from the Directorate of Children and Young People (DCYP) indicating that the Ministry of Defence (MoD) has imposed a cut-off date of 31 October 2018 for the current negotiated Voluntary Early Release Scheme (VERS) on the following basis.

The DCYP has been directed to draw a line under the scheme by the MoD because it is out of step with Government direction that departments should 'voluntarily' move to less favourable terms, and not only because changes to the teachers' Premature Retirement Compensation (PRC) regulations are imminent. The DCYP understands that the Premature Civil Service Pension Scheme (PCSPS) terms are about to change and the MoD feels individuals have had ample opportunity to take up an offer under the current Teachers' Pension Scheme (TPS). Whilst the current 2010 PCSPS terms are slightly less favourable than those available to their TPS colleagues, that gap would widen considerably when the 2010 PCSPS terms end. The discretionary element of the current scheme means that the exit costs for everyone over 55 exceed the £95K gap. Up until now, the MoD lead has advised to proceed until apprehended, but this has now happened. The MoD is working on the rationale that the time is right to close the current MoD Schools scheme and renegotiate. Otherwise, the potential gap between employees within the same organisation will be significant.

However, whilst there was always the potential for this to happen, since the Government committed to cap public sector exit payments and make changes to the civil service scheme, the NASUWT is concerned that a date has been imposed before consultation on a new scheme has taken place. The NASUWT has made an initial response on this and will make further formal representations shortly. In the meantime, members who have yet to make a decision on VERS, perhaps because they are waiting to see if they will be redeployed to another equivalent post, may be at risk of redundancy or an inferior VERS package and should seek advice and support from their Local Association Secretary, Steve Dowdall, or from headquarters at Victor.aguera@mail.nasuwt.org.uk.

Pay Award 2018-19 Service Children's Education (SCE) Schools

The MoD has confirmed the pay award for 2018-19 as follows: 3.5% to Main Scale (MS) points 1-6, 2% to Upper Pay Spine (UPS) 1-3 and all allowances, and 2% to all lead practitioners (although apparently the DCYP does not currently have any of these posts), all backdated to September 2018. These meet NASUWT minimum requirements and the Union is pleased that the MoD continues, as a minimum, to mirror School Teachers' Pay and Conditions Document (STPCD) requirements, despite not being eligible for the Department for Education (DfE) pay grant. The NASUWT has lobbied the MoD to make these payments as soon as possible, as there have been unacceptable delays in previous years.

Cyprus

The NASUWT continues to expand its membership with a representative in every school and a fully functioning officer body working hard on your behalf, meeting with senior local DCYP officials on a regular basis. Due to their engagement with the MoD locally, they were able to prevent the unilateral shutting down of the local consultative Whitley Committee. The NASUWT has both locally and nationally been engaging with the DCYP, through meetings and official correspondence, over challenging historical employee/employer relationships in one Cyprus school, which is now moving towards resolution. The NASUWT has made it clear in correspondence that where there is no alternative, members will be supported with whatever action deemed appropriate by our national action committee, including balloting for industrial action. The DCYP has acknowledged our rights in this respect.

Scotland

The pay assimilation process has been completed successfully with pay backdated, thanks to the NASUWT's intervention. The NASUWT is currently in negotiation over the Scottish teachers' pay offer and once confirmed will make appropriate representations to the MoD to have it applied to Queen Victoria School, with the appropriate backdating.



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