

October 2018

General Secretary: [Chris Keates \(Ms\)](#)

PRIVATE AND CONFIDENTIAL

Dear Member

Pay award 2018/19

You will have received the regular bulletins the NASUWT has been providing over the last few months on the discussions in the SNCT on the teachers' pay award for 2018/19 at www.nasuwt.org.uk/advice/scotland.html.

You were provided with a copy of the comprehensive and detailed pay claim that the NASUWT submitted on your behalf www.nasuwt.org.uk/scotlandpayaward, which set out the serious adverse impact the year-on-year agreements between the Employers, Government and other unions within the SNCT had on your pay and also on your conditions of service.

Only the NASUWT has argued, campaigned and taken action consistently against these flawed agreements, and this year, finally, other unions have accepted the NASUWT's position that the Employers and Government are failing to address seriously the yawning pay gap of 18% which has arisen as a result of the year-on-year pay freezes and cuts.

In the light of the size of the pay gap, the NASUWT has never believed it was in the interests of members to simply pluck a percentage figure for a pay award out of the air for a one-off annual payment, for the following reasons:

- firstly, if the gap is 18%, why pick a figure less than that, as it simply shortchanges teachers;
- secondly, with such a significant gap, one-off pay awards will never close it. What is needed is a new deal for teachers through a commitment from Government and Employers to enter into an agreement for a multi-year deal as advocated by the NASUWT in its pay claim, to close the gap over the period of the Comprehensive Spending Review.

The NASUWT believes that whilst the current offer on the table from the Employers and Government is a step in the right direction to address the need to recruit and retain new and recently qualified teachers, it falls far short of what should be on offer for older and more experienced teachers.

The next steps

- 1 In order to inform the Union's next steps in its continuing campaign to ensure teachers are recognised and rewarded as highly skilled professionals, we need your feedback on the latest offer from the Employers and Government. Please take a few minutes to complete the survey we sent out to you in the most recent pay bulletin this week at www.surveymonkey.co.uk/r/KZN33QJ by 6 November 2018 at the latest.
- 2 The NASUWT is meeting with the Deputy First Minister, John Swinney, next week to discuss

(continued overleaf)

the pay offer and to once again make the case for a multi-year agreement to close the pay gap and to address the deepening problems in relation to teacher recruitment and retention.

- 3 We will also be raising with the Minister the other key concerns of members, in particular the continuing excessive workload blighting the teaching profession and the growing serious concerns about pupil indiscipline. The Union is already taking action in numerous schools across Scotland where Employers are failing to address these issues, so do please talk to us if these issues are affecting you.

On a final note, we understand that there is an EIS local demonstration on 27th October on teachers' pay. The EIS made this decision without any reference to other unions and only very recently contacted the NASUWT to ask if we wished to support it. The NASUWT recognises that, given the current pressures on our members, to expect you at very short notice to change the plans for your weekend would have been unreasonable, so we are not organising for participation in the demonstration. We will make the views of our members very clear to the Minister next week.

Thank you as always for your continuing support for the NASUWT.

With your support, we will secure a new deal for teachers on pay and all other conditions of service.

Best wishes.

Yours sincerely



Chris Keates (Ms)
General Secretary



CAMPAIGNING FOR A NEW DEAL FOR TEACHERS



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