

NASUWT

The Teachers' Union NORTHERN IRELAND

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

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161025/BOYD, G/CK/DL

Gavin Boyd
Chief Executive
Education Authority
Forestview
Purdys Lane
BELFAST
BT8 7AR

Dear Gavin

NASUWT escalation of industrial action

As you will be aware the NASUWT announced on Friday that the Union's National Action Committee has decided to escalate the NASUWT's on-going industrial action to a rolling programme of strike action beginning at the end of November 2016. The appropriate legal notices will be sent to the Employers in due course.

The 'final straw' in an unedifying catalogue of failure by the Employers to address seriously the deep and genuine concerns of teachers about their pay was the offer, after months of fruitless discussion, of a zero per cent pay award for 2015-16.

There is simply no justification for a zero offer. The money for 1% for 2015-16 was included in the block grant allocation. Withholding it is unacceptable.

Teachers have suffered deep year on year pay cuts since 2011. Their pay has not only fallen behind other graduate professions but also behind the pay of teachers in England, Wales and Scotland.

Teachers are ill-served by their Employers in terms of both pay and conditions of service and also by the dysfunctional nature of the current negotiating machinery.

We deeply regret having to escalate the industrial action to strike action but for far too long the goodwill, commitment and dedication of teachers and school leaders has been taken for granted by the Employers.

The planned initial, rolling incremental strike action will begin in November and continue into the spring term.

The need for this escalation could be avoided if the Employers come forward with a pay award for 2015-16 which improves on the final offer made and if the Department for Education is prepared genuinely to engage with the NASUWT to seek to resolve its trade dispute.

For the avoidance of doubt, 1% split over 2015-16 and 2016-17 is as unacceptable as the offer of zero per cent for 2015-16.

I look forward to hearing from you.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Chris', with a horizontal line underneath the name.

Chris Keates (Ms)
General Secretary