

PAY UPDATE

The NASUWT has continued to press the Department for Education, Sport and Culture (DESC) over the subject of teachers' pay, as the current arrangements have led to severe erosion in the value of Manx teachers' pay over the last decade, with pay declining by almost 30% in real terms since 2010.

Unfortunately, the DESC has been completely intransigent over this matter, and in response, the NASUWT has lodged a formal dispute with the Manx Industrial Relations Service over pay, and the Union has requested formal conciliation. The conciliation meeting will take place in early April, and members will be advised as to the outcome. The NASUWT is currently the only Union representing classroom teachers and leadership members to declare a formal dispute.

EDUCATION BILL

The NASUWT submitted a formal response to consultation on the Education Bill. Although there are some aspects that we would welcome, on the whole the Bill falls short of what the NASUWT was expecting on a number of key issues. Discussions are continuing with the DESC prior to the Bill being laid before Tynwald. The Tynwald Scrutiny Committee is also examining the Bill, and the NASUWT is engaging with the committee over our concerns.

The NASUWT response can be found on the Isle of Man page of the NASUWT website at www.nasuwt.org.uk/isleofman.

PENSIONS UPDATE

As part of the reforms that were enacted to the Teachers' Pension Scheme, a scheme advisory board has been created to discuss matters affecting the scheme, the NASUWT being a member of the board. Currently, there are two issues under discussion.

Cost Sharing

A mechanism for sharing the increase or decrease in the costs of the teachers' scheme between the employer and scheme members has been under discussion for some time. This has reached an impasse, with the Treasury and the Public Sector Pensions Authority (PSPA) unable to agree on the preferred method. To attempt to break the impasse, the PSPA is intending to issue a consultation paper in the coming weeks, which will set out all the possible options and invite views back. Once this is published, the NASUWT will prepare and submit a formal response.

Legacy Gap Funding

All Manx Government pension schemes currently have a legacy funding issue, which has resulted from historic decisions pertaining to the management of the schemes, primarily that historic contributions were not high enough and the Isle of Man Government failed to invest past surpluses, preferring to feed them into general revenue instead.

A number of options for dealing with the legacy gap were put to Tynwald recently, and to their credit, Tynwald members appreciated that there is no 'silver bullet' to correct this, and rightly rejected virtually all of the options presented, all of which would have had significant negative effects on scheme members. The outcome of the debate is the PSPA has been tasked to formulate a defined contribution scheme to be offered on a voluntary basis from 31 December 2020. Once formulated, the proposed scheme will need Tynwald approval before it is enacted.

There are few details around what the scheme may look like. However, the PSPA has assured the NASUWT that it will be a voluntary scheme, and therefore will not affect the operation of the current Teachers' Pension Scheme. Consequently, members do not need to take any action over this matter.



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