

GIBRALTAR **NASUWT** The Teachers' Union

CLAIM FOR SALARY ADJUSTMENT FOR QUALIFIED TEACHERS

THIS IS A COPY OF THE CLAIM SUBMITTED BY
GIBRALTAR NASUWT TO HM GOVERNMENT OF
GIBRALTAR ON 26.6.2018.

THIS DOCUMENT ALSO CONTAINS UPDATED
FIGURES FOLLOWING PAY DIRECTIVE No. 25/2018

Gibraltar NASUWT believes that salaries should be related to the social need, to the services rendered, to skill, to training, and to responsibility. We further believe that in a changing education landscape any expenditure on education and on the professionals who teach our youth will bring rich returns in the future. Increased salaries are essential to maintain the high quality of the teaching profession in Gibraltar.

Teachers' salaries in Gibraltar are currently in a state of *parity-plus* in comparison to our colleagues in the UK, who along with other public-sector workers have had their wages practically frozen since 2010. Unlike the UK, which suffered a serious economic blow after the 2008 global recession, Gibraltar's economy has continued to grow and its finances are buoyant. As a result, teachers and public-sector workers in Gibraltar have received inflation-rate pay increments of over 2% every year since the UK wage freeze (Table 1).

Table 1: Annual public-sector salary increases

Year	Pay Increase (%)
2011	2.5
2012	2.7
2013	2.9
2014	2.5
2015	2.75
2016	2.75
2017	2.75

Note: Table 1 does not show the extra % in pay awarded to services considered essential by HM Government.

Teachers in Gibraltar are facing consequential change from the UK Government's education reforms, particularly those reforms involving changes to the examination systems, which have impacted on teachers in Gibraltar through increased workload and a return to 'high stakes' linear terminal examinations. Further reforms have been proposed by HM Government, which will also affect workload. This has not been reflected in teachers' salaries.

There is a real and growing discontent among teachers in Gibraltar with regards the evident salary gap that has appeared in relation to other public-sector occupations. In the recent past, various Government departments, authorities and agencies have negotiated pay increases in addition to the annual public-sector inflation increments. Furthermore, there are hidden

elements of the successful salary negotiations of other public-sector workers that widen the salary gap with teachers further, including shift-disturbance allowances and overtime payments. Teachers do not enjoy any of those benefits even though they are often expected to work beyond their normal working hours. When these elements are added to the basic salary of many public-sector workers, the basic take home pay of a teacher is dwarfed by comparison. Gibraltar NASUWT welcomes any improvement to the economic and working conditions of other workers but feel compelled to highlight to HM Government that teachers should not be left behind.

The starting salary of a qualified teacher is relatively low compared to the level of expertise and qualifications required; it takes 6 years for a teacher to reach the ceiling of the Basic Salary Scale, with an additional 6 years to reach the top of the Upper Pay Scale. Although teachers' salaries in Gibraltar are higher than the equivalent levels in the UK, when other factors such as housing and the cost of living are taken into account, they are actually uncompetitive, which is likely to have a detrimental effect on Gibraltar's ability to recruit high-quality teachers in the future. If the trend continues, teaching may no longer be an attractive option and highly suitable individuals may opt for other professions, to the detriment of future generations. We may not suffer from a recruitment crisis, as there will always be individuals who may choose teaching as a desirable profession, but our youth and the economy may suffer the consequences of a *brain drain* in this important sector of our community.

HM Government has systematically increased teacher salaries in line with inflation, but it is very difficult for newly qualified teachers entering the profession today to access housing, be it a rental or a purchase in the open market. Property prices in Gibraltar continue to grow at a rate of approximately 5% every year, which is a clear indication of the general good health of Gibraltar's economy. Even though Brexit could slow the property market somewhat, it is unlikely that we will see a slump in property prices given the finite space available for construction in Gibraltar and the resilience and buoyancy of its economy. Presently, the average prices for residential properties are as follows:

Table 2: Average property prices on the open market

Property type	Average Price
Studio Flat	£212,697
One-bedroomed Flat	£201,564
Two-bedroomed Flat	£220,328
Three-Bedroomed Flat	£272,926

Note: The data in Table 2 is a calculation of the mean asking price of the 30 cheapest residential properties in each category from the propertygibraltar.com website (June 2018). The data excludes Cat 2 properties.

The average price of a three-bedroomed flat in Gibraltar is almost 6 times the salary of a teacher on spine point U3, whereas the average value of a one-bedroomed flat is 8 times the salary of a newly qualified teacher. Without a substantial deposit or relying on family, it is virtually impossible for teachers, especially early on in their careers, to access the property market.

Table 3: Average private rental prices

Property type	Average Price
Studio Flat	£970
One-bedroomed Flat	£1145
Two-bedroomed Flat	£1125
Three-Bedroomed Flat	£2175

Note: The data in Table 3 is a calculation of the mean rental price of the cheapest 10 properties in each category from the propertygibraltar.com website (June 2018).

The average rental of a three-bedroomed flat in Gibraltar is 77% of the net monthly salary of a teacher on spine point U3, whereas the average rental of a studio flat is 60% of the net monthly salary of a newly qualified teacher. HM Government affordable housing schemes have alleviated the housing situation, especially for teachers further down the pay scale, but these schemes are not infinite.

Furthermore, with the abolition of the non-contributory final salary pension scheme for public-sector workers in 2011, new entrants into the teaching profession are on average £200 poorer at the end of the month than their colleagues on final salary pension because of their pension contributions. Although a salary adjustment will not remove this inequality, which will end when the final teacher on a final salary pension retires, it will go a long way in alleviating their economic situation, especially at the start of their teaching careers. New entrants into the teaching profession have an equal amount of workload and responsibilities as other teachers, but earn significantly less. The proposed salary adjustment would allow teachers on a

contributory pension scheme to have a higher take-home pay as well as make proportionately higher pension contributions.

The education reforms recently announced by HM Government will generate further demands to an already fast-paced and high workload environment. To maintain a high quality service HM Government must keep teachers motivated, fairly remunerated, and trained to a high standard. A happy workforce is, after all, a productive workforce. New buildings and improved resources alone do not enhance the quality of teaching and learning. Adjusting the salary of teachers to reduce the gap with other skilled professional bodies is one way to ensure that the education revolution is successful.

In a global and highly competitive economy, HM Government must ensure that teachers in Gibraltar are the most well equipped professionals to deliver the knowledge and skills necessary for future generations of Gibraltarians to continue making our economy stand out as an economic beacon to the world. If we wish to emulate education systems like those in Finland or Japan, considered the best in the world, we must also give teachers the status and rewards that those systems have to offer. Finland’s education strategy is simple and effective, and consists of doing whatever is necessary to make teaching the highest-status, most desirable profession in the country. This involves recruiting the brightest minds, providing first-rate training, and affording teachers with the autonomy and trust accorded to other professionals. Making teaching economically competitive is a first step in the right direction.

Table 4: Current Basic Salary Scale of Qualified Teachers in Gibraltar

GRADE	SPINE POINT	PAY RANGE	SALARY
QUALIFIED TEACHER	M1	Threshold	£25,221
	M2		£27,215
	M3		£29,403
	M4		£31,667
	M5		£34,161
	M6		£36,861
	U1	Upper Pay Range	£39,934
	U2		£41,414
	U3		£42,941

Note: Figures taken from HM Human Resources Department, HM Government of Gibraltar, Pay Directive NO.14/2017: Teaching Grades Pay and Allowances. Ref: HRD301A (7)

Teachers have a basic salary ranging from £25,221 to £36,861. Performance-related pay is awarded after being successful in a *Threshold* application and completion of an annual performance management exercise. The Upper Pay Scale ranges from £39,934 to £42,941. Other public-sector professionals including senior leaders in schools and the Advisory Team at the Department of Education do not have performance-related pay as part of their basic salary, making the current situation anomalous and unfair for teachers. In fact, the Department of Education negotiated an increase in the salaries of the Advisory Team circa 2006 using the following criteria as the main argument:

“Existing positions at the Department’s Main Office should be made attractive to senior members in the teaching profession and in order to achieve this, alongside maintaining relativities and recognition of the levels of responsibilities associated with the work undertaken”.

The salary increase for the Advisory Team was negotiated on the principle of making these positions economically attractive to the wider teaching profession, which adds weight to the current argument of making teaching economically attractive to the most capable minds in the general population before they deviate into other better-paid professions. In addition, the increase was not awarded with the condition that any aspect of it should be performance related, therefore the same should now apply to teachers. Gibraltar NASUWT believes that performance related pay should be abolished and the salary scale of teachers upgraded and simplified.

Although teachers have a relatively shorter official working week than other professions (30 hours), the reality is that a large amount of work is done after hours and is completely unremunerated. Since the official side will be considering relativity within the public sector, we believe that it is pertinent to dispel certain misconceptions that may arise from a false comparison between teachers and other professions:

- The longer holidays enjoyed by teachers are dictated, in the first instance, by the student’s capacity for sustained effort.
- Teaching is an intensive and exhausting occupation, which often leads to mental strains. Teachers are therefore in need of those holidays, as are the students.

- Teaching involves considerable long-term preparation (planning of syllabuses, background reading, etc.) which is not possible to undertake in any meaningful depth during term time.
- During the term, teaching requires extra hours spent in preparation of lessons, generating resources, marking classwork/homework/coursework, planning and marking assessments, planning revision sessions, completing students' reports, etc. There are also meetings that take place during the morning break time, lunchtimes, twilight sessions, and parents' evenings that must be factored into a teacher's termly workload and extra-curricular commitments. Teachers willingly dedicate many leisure hours to these duties for which there is no remuneration.

A new financial value must be set upon teachers if HM Government wishes to raise the standards and quality of education in Gibraltar. The basic salary scale offered to teachers ought to reflect the training received during their degree in education or postgraduate certificate in education (PGCE) to obtain qualified teacher status (QTS), and the recent increases in workload. As it stands, teaching is no longer one of the most attractive professions in Gibraltar. After the abolition of the non-contributory final salary pension scheme and the increase in workload, teachers are now working longer hours for less pay.

Gibraltar continues to have a steady influx of local newly qualified teachers (NQTs) returning from their studies in the UK, but even with the soon to be introduced local PGCEs to re-train local professionals, teaching in Gibraltar could soon begin to suffer from a skills shortage especially in key stage 5 subjects like Mathematics, Physics, Chemistry, English, etc. It is unfortunate that talented young people are being seduced to other better-remunerated professions like Accountancy or Law. Gibraltar needs its best minds in our schools teaching our youth important skills and values. We must continue to attract these people into education if we want to maintain and improve the standards and quality of teaching and learning. We will not succeed in doing so unless the material rewards of teaching and the status of teachers compares favourably with other occupations in the public sector like doctors or lawyers.

The objective of Gibraltar NASUWT is to raise the Basic Salary Scale of qualified teachers in Gibraltar to a more realistic value. One that takes into account the skills, training, expertise, workload, and extra-curricular duties of teachers. The range of duties and responsibilities

expected of teachers show that expectations are high and that the role of the classroom teacher is an important one that should carry with it a higher level of status and pay. The value should also reflect the general health and strength of the economy in Gibraltar and compare favourably with other public-sector occupations. Gibraltar NASUWT believes that adjusting teachers' pay accordingly would acknowledge the vital contribution teachers make to the economy by providing high-quality education provision.

COMPARISON TO OTHER JURISDICTIONS

Table 5: Comparisons across jurisdictions in the British Isles (Academic Yr. 2017-18)

Qualified Teachers' Pay Scales		Gibraltar	England & Wales	Fringe London	Outer London	Inner London	Guernsey	Jersey
Main Pay Scale	1	£25,221	£22,917	£24,018	£26,662	£28,660	£29,247	£34,578
	2	£27,215	£24,728	£25,828	£28,315	£30,155	£31,443	£36,813
	3	£29,403	£26,716	£27,815	£30,067	£31,726	£33,799	£39,062
	4	£31,667	£28,772	£29,878	£31,929	£33,379	£36,339	£40,206
	5	£34,161	£31,039	£32,139	£34,637	£35,947	£39,064	£41,357
	6	£36,861	£33,824	£34,934	£37,645	£39,006	£41,996	£42,509
	7							£43,658
	8							£44,805
	9							£45,956
Upper Pay Scale	1	£39,934	£35,927	£37,017	£39,519	£43,616	£44,353	£47,088
	2	£41,414	£37,258	£38,346	£40,981	£45,760	£45,986	£48,073
	3	£42,941	£38,633	£39,725	£42,498	£47,298	£47,175	£49,051
	4							£50,036
	5							£51,017

Gibraltar NASUWT believes that there is a strong case in drawing comparisons between Jersey and Gibraltar as they are two very similar and well performing service economies:

- Jersey's resident population at the end of 2017 was estimated as 105,500 with an estimated GDP of £4.11 billion. Gibraltar's resident population in 2018 is estimated as 34,733 with an estimated GDP of £1.64 billion. These figures clearly show that Gibraltar has a higher GDP per capita than Jersey.
- Jersey employs approximately 1,000 qualified teachers. Gibraltar currently has 382 qualified teachers employed on a permanent basis, which is slightly higher per capita than Jersey.

- In Jersey all newly qualified teachers start work on level 3 of the Jersey Main Point Scale (£39,062) with an Upper Pay Scale ceiling of £51,017. In Gibraltar, teachers currently start on M1 (£25,221) and reach an Upper Pay Scale ceiling of £42,941.
- Property prices and general standard of living are relatively similar in both jurisdictions.
- Jersey is not a Member State nor an Associate Member of the European Union. After Brexit, Gibraltar will be in a similar situation, albeit with its own peculiarities, advantages and disadvantages from sharing a land border with a European Member State.

In a claim submitted by Jersey NASUWT in 2018, the Teachers' Union claims that teachers' pay in Jersey has eroded against inflation and average earnings significantly since 2008. Teachers in Jersey were subjected to a pay freeze in 2009 and 2012, followed by a 1% consolidated increase in 2013. The 4% increase in 2014 was then followed by another effective freeze in 2015, with a 1% applied in 2016 and a 2% uplift in 2017. Jersey NASUWT argues that had salaries kept pace with inflation since 2008, teachers' salaries for the academic year beginning September 2018 would be substantially higher. In fact, their request for a substantial above-inflation pay award, as part of a planned process to close the gap between the pay of teachers and comparable graduate professions is similar to the request made herein by Gibraltar NASUWT. Jersey NASUWT argues that:

“Failure to make such an award will have a detrimental impact on the education profession in Jersey. Children and young people are entitled to be taught by those who are recognized and rewarded as highly valued professionals. Jersey will not be able to sustain that entitlement if it fails to address the issue of teachers' pay.”

Gibraltar NASUWT believes that the same applies to the teaching profession in Gibraltar.

Table 6 shows that teachers' salaries in Jersey would continue to be significantly higher than those in Gibraltar even if HM Government continued their trend of above inflation increases across the public-sector with another 2.75% increase for the financial year 2018/2019. Even with various salary freezes, the table shows that teachers in Jersey are given a higher economic value than teachers in Gibraltar. Considering the sterling work done by teachers in Gibraltar in the primary and secondary sectors, and the consistently high GCSE and A Level results achieved by students in both comprehensives and college, it is dismaying to see how badly teachers' salaries compare to those in Jersey.

Table 6: Comparison between Gibraltar & Jersey Teacher Salaries for 2018 including RPI increases

Qualified Teachers' Pay Scales		Gibraltar 2017 salary	Gibraltar 2018 estimated salary	Jersey 2017 salary	Jersey 2018 target salary
Main Pay Scale	1	£25,221	£25,915	£34,578	£37,431
	2	£27,215	£27,963	£36,813	£39,858
	3	£29,403	£30,212	£39,062	£42,286
	4	£31,667	£32,538	£40,206	£43,524
	5	£34,161	£35,100	£41,357	£44,771
	6	£36,861	£37,875	£42,509	£46,017
	7			£43,658	£47,261
	8			£44,805	£48,502
	9			£45,956	£49,749
Upper Pay Scale	1	£39,934	£41,032	£47,088	£50,975
	2	£41,414	£42,553	£48,073	£52,040
	3	£42,941	£44,122	£49,051	£53,100
	4			£50,036	£54,165
	5			£51,017	£55,229

Using the Jersey model as the basis for calculating a fair adjustment to teachers' salaries in Gibraltar, Gibraltar NASUWT used the current 2017 pay scale as its starting point. Each increment in the current Basic Salary Scale (Table 4) is approximately an 8% increase of the previous point with a 3.7% increase within the Upper Pay Scale. After the removal of the Threshold and performance related pay, and factoring the prerequisites needed to be a teacher and the workload involved, we believe that an 8-point basic salary scale with a 6% annual increase (not including annual retail price index (RPI) increments announced by HM Government) at each point as shown in Table 7 is the most reasonable and equitable basic salary pay adjustment for qualified teachers in Gibraltar.

In addition, Headteacher and Deputy Headteacher (SLT) salaries would also need to be adjusted to reflect the proposed adjustment in salary of classroom teachers, many of whom also possess a TLR post. In the primary sector, the highest TLR is a 2A valued at £7,884, while in the secondary sector the highest TLR is a 1A valued at £13,312 (2017 figures). In order to keep a fair differential in the primary and secondary education sectors between teachers, middle management and SLT, the salary of the latter would also require an adjustment. This claim contains a draft proposal for a possible salary structure for SLT (Table 8) to account for the salary adjustment shown in Table 7. Taking into account that it is not usual for SLT to

remain in post long enough to reach the top of their salary scale, an option could be for them to start on a higher Leadership Scale point with 5 increments. This takes into account the fact that SLT usually remain in post for an average of approximately 5 years. However, we acknowledge that further consultation with SLT would need to take place before entering into any negotiations that may affect their pay conditions.

CLAIM

In line with a motion presented and carried unanimously at the 2015 Gibraltar NASUWT Annual General Meeting, this association of teachers believes that the basic salary of qualified teachers in Gibraltar should be adjusted to reflect and to acknowledge the important and sterling work undertaken by teaching professionals. Gibraltar NASUWT proposes that the M6 scale be used as the starting salary for newly qualified teachers, and for the new teacher pay scale to contain 8 annual increments of 6% as shown in Table 7. We also propose that performance related pay be abolished because it is anomalous and counterproductive to good quality teaching and learning.

Table 7. Proposed new basic salary scale for qualified teachers

GRADE	SPINE POINT	SALARY
QUALIFIED TEACHER	M1	£36,861
	M2	£39,072
	M3	£41,417
	M4	£43,902
	M5	£46,536
	M6	£49,328
	M7	£52,288
	M8	£55,425

Note: Calculation based on Academic Year 2017/2018 figures.

Gibraltar NASUWT - Claim for Salary Adjustment for Qualified Teachers - 2018

Table 8. Draft Salary Adjustment for Senior Leadership Teams

GRADE	SCHOOL	SCALE RANGE	SALARY
HEADTEACHER	St. Bernard's First School	L21	£71,601
	St. Mary's First School	L22	£73,381
	Governor's Meadow First School	L23	£75,200
	St. Joseph's First School	L24	£77,065
	Notre Dame First School	L25	£78,979
	St. Paul's First School		
	Hebrew Primary School		
	St. Bernard's Middle School		
	St. Anne's Middle School		
	Bishop Fitzgerald Middle School		
	St. Joseph's Middle School		
	St. Martin's Special School		
	Gibraltar College		
	Bayside School	L28	£84,995
	Westside School	L29	£87,100
	L30	£89,268	
	L31	£91,055	
	L32	£93,794	

GRADE	SCHOOL	SCALE RANGE	SALARY
DEPUTY HEADTEACHER	St. Bernard's First School	L17	£64,901
	St. Mary's First School	L18	£66,535
	Governor's Meadow First School	L19	£68,183
	St. Joseph's First School	L20	£69,874
	Notre Dame First School	L21	£71,601
	St. Paul's First School		
	Hebrew Primary School		
	St. Bernard's Middle School		
	St. Anne's Middle School		
	Bishop Fitzgerald Middle School		
	St. Joseph's Middle School		
	St. Martin's Special School		
	Bayside School	L20	£69,874
	Westside School	L21	£71,601
		L22	£73,381
	L23	£75,200	
	L24	£77,065	

Note: Calculation based on Academic Year 2017/2018 figures.

UPDATE TO SALARY ADJUSTMENT FIGURES – October 2018

The Chief Minister's annual budget address to the Gibraltar Parliament on 1 July 2018 made it evident that our public finances are healthy and robust:

- Aggregate Public Debt: £439m (slightly lower than in 2017)
- Cash reserves: £115m
- Net Debt: £324m (1% decrease from 2017)
- Public debt is low in relation to the growth of our economy
- Estimated Recurrent Revenue: £652m
- Estimated Recurrent Expenditure: £628m
- Tax arrears reduced by £13.3m
- Housing rent arrears reduced from £6m to £4.8m in the last 2 years
- Surplus of £36.1m (double the estimated surplus)

Gibraltar NASUWT believes that it is fair and proper that, aside from the capital expenditure on new schools, HM Government should consider the benefits of investing some of the surplus on its teaching professionals as an investment for the future of Gibraltar's economy.

Although many of the figures contained in our original claim i.e. average property prices in Gibraltar, teacher salaries in UK, etc., may now be outdated due to market fluctuations or other factors, the principles and rationale expressed therein are still applicable and relevant today. In fact, recent trends in property prices and rents in Gibraltar serve to highlight even further the points raised in our original claim, as these sectors continue to soar.

The pay adjustment claim has unanimous support from the teaching complement.

Gibraltar NASUWT - Claim for Salary Adjustment for Qualified Teachers - 2018

The figures contained in the following tables have been re-calculated from Table 7 and Table 8 above to account for updated salary scales released by HM Human Resources Department Pay Directive No. 25/2018. The figures below supersede those in the claim dated 26 June 2018.

Proposed new basic salary scale for qualified teachers from September 2018

GRADE	SPINE POINT	SALARY
QUALIFIED TEACHER	M1	£37,783
	M2	£40,050
	M3	£42,453
	M4	£45,000
	M5	£47,700
	M6	£50,562
	M7	£53,596
	M8	£56,812

Note: Calculations based on 2018 figures taken from Pay Directive No. 25/2018.

Proposed new basic salary scale for Headteachers from September 2018

GRADE	SCHOOL	SCALE RANGE	SALARY
HEADTEACHER	St. Bernard's First School	L21	£72,755
	St. Mary's First School	L22	£74,535
	Governor's Meadow First School	L23	£76,354
	St. Joseph's First School	L24	£78,219
	Notre Dame First School	L25	£80,133
	St. Paul's First School		
	Hebrew Primary School		
	St. Bernard's Middle School		
	St. Anne's Middle School		
	Bishop Fitzgerald Middle School		
	St. Joseph's Middle School		
	St. Martin's Special School		
	Gibraltar College		
	Bayside School	L28	£86,149
	Westside School	L29	£88,254
		L30	£90,422
		L31	£92,203
		L32	£94,903

Note: Calculations based on 2018 figures taken from Pay Directive No. 25/2018.

Gibraltar NASUWT - Claim for Salary Adjustment for Qualified Teachers - 2018

Proposed new basic salary scale for Deputy Headteachers from September 2018

GRADE	SCHOOL	SCALE RANGE	SALARY
DEPUTY HEADTEACHER	St. Bernard's First School	L17	£66,055
	St. Mary's First School	L18	£67,689
	Governor's Meadow First School	L19	£69,337
	St. Joseph's First School	L20	£71,028
	Notre Dame First School	L21	£72,755
	St. Paul's First School		
	Hebrew Primary School		
	St. Bernard's Middle School		
	St. Anne's Middle School		
	Bishop Fitzgerald Middle School		
	St. Joseph's Middle School		
	St. Martin's Special School		
	Bayside School	L20	£71,028
	Westside School	L21	£72,755
		L22	£74,535
		L23	£76,354
		L24	£78,219

Note: Calculations based on 2018 figures taken from Pay Directive No. 25/2018.