

PAY OFFER UPDATE

The States Employment Board (SEB) has now set out its formal, final offer on pay, and the offer for teachers is as follows:

- **uplift effective 1 January 2018: 2% consolidated + 1.1% unconsolidated;**
- **uplift effective 1 January 2019: 2% consolidated + 1.0% unconsolidated.**

The NASUWT is profoundly disappointed by the level of this offer, which fails to address the clear evidence submitted by the NASUWT in our detailed pay claim.

The NASUWT is particularly concerned by the use of non-consolidated awards. **These are one-off payments and are not pensionable and cannot be used for mortgage or loan applications.**

The NASUWT is dismayed that other pay groups are receiving increases far in excess of teachers.

By 2020:

- the Ambulance Service;
- Family Support Workers;
- Residential Child Care Officers;
- the Youth Service;

will receive an average of 10.72%.

In addition:

- manual workers will receive 7.9%;
- doctors will receive 7%;
- nurses and midwives will receive 6.6%.

The awards for these groups are also fully consolidated, unlike the teachers' award.

When compared to the relevant RPI inflation rates, this would mean for teachers an effective real-terms pay cut of around 3.6% at 1 January 2020, compounding the erosion since the financial crash. Between 2008 and 2020 teachers will have had a pay cut of over 11%.

In response, the NASUWT has written to the SEB stating our concerns (a copy of the letter is available on the NASUWT website at www.nasuwat.org.uk/Jersey). The Union is now consulting with members over the possible next steps in the pay process.

All members are urged to complete the short confidential survey, which is available at www.surveymonkey.co.uk/r/jerseypay18.

The survey consists of three questions and should take less than a minute to complete. The survey closes on 29 October.

Thank you for your participation.



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