

STORM OPHELIA – SUPPLY TEACHERS' PAY

As you will be aware, the Department of Education (DE) recommended that every school should close on Monday 16 and Tuesday 17 October and while there were legitimate concerns about the timing and delivery of the announcement, the NASUWT believes that the correct decision was made under the circumstances and in the interests of the health, safety and welfare of pupils and staff.

The NASUWT contacted the DE on the afternoon of Tuesday 17 October requesting that all teachers be paid for the two days absence. On Wednesday 18 October, the Union wrote to every school setting out the legal basis for paying supply teachers.

Many supply teachers have contacted the NASUWT since these letters were issued to confirm that they will be paid but many others advised us that schools were awaiting advice from the employing authorities.

On Friday 27 October, the employing authorities met and set out their position which is that '*a substitute teacher who was scheduled to work in a school on Monday 16 and/or Tuesday 17 October 2017 and was booked out through Northern Ireland Substitute Teacher Register (NISTR) should receive payment for these days*'. Schools were informed on the evening of the 27 October.

If you still have not received confirmation by 31 October 2017 (DE's payroll deadline date is Friday 3 November 2017) that you will be paid, please send an email to the school reminding them that you were contracted to teach on those days and that you are aware that the collective group of employers – the Management Side of the Teachers' Negotiating Committee (that is employers in all Education Authority (EA), Council For Catholic Maintained Schools (CCMS), Irish Medium, Integrated and Voluntary Grammar Schools) have said that you should be paid and that an email verifying this has been sent to every school.

The timely and effective actions of the NASUWT ensured that schools were aware that they have a duty to treat fixed-term workers and permanent staff equally in order to make sure that you do not lose out.

If you do encounter any difficulties, contact the NASUWT.

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The NASUWT has been made aware that some schools are attempting to pay substitute teachers less than the contractual rate. We need to know which schools are doing this so that this practice can be challenged on your behalf.

If you have been employed as a substitute teacher and have not been paid the contractual rate, please contact the NASUWT.

There is a three month limit on claims for unlawful deductions from wages, so you need to ensure that you make contact immediately.



028 9078 4480

E-mail: rc-nireland@mail.nasuwt.org.uk
Website: www.nasuwt.org.uk

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