

Teachers' Pay Update – 18 December 2017

The Scottish Negotiating Committee for Teachers (SNCT) Teachers' Panel met today (18 December) to consider a revised pay offer from the Employers for the period 2017-18. The revised offer is already nine months overdue.

The NASUWT was alone in rejecting the revised pay offer on the grounds that it fails to address the pressing concerns of teachers across Scotland. The revised offer will serve to deepen the financial misery, hardship and continuing workload crisis affecting teachers.

The revised offer from the Employers consists of the following:

- **Pay – a 1% uplift to all salaries backdated to April 2017 and a further 1% uplift from January 2018**

This is being described inaccurately and misleadingly by employers and other unions as a 2% pay rise for teachers. Once again, the Employers and the Scottish Government are proposing to penalise teachers with a pay offer that is substantially below the rate of inflation, which reached 3.1% in November. Since 2011, the real terms value of teachers' pay has fallen on average by over 15%.

This is another derisory pay offer for teachers. It fails to address the continuing serious erosion of teachers' pay since 2010 which has so negatively impacted on teacher morale and teacher recruitment and retention.

Only the NASUWT has consistently pressed the Scottish Government to make use of its powers to end pay austerity and to deliver a substantial above-inflation pay award for teachers. The revised offer falls substantially short of what is needed to address the concerns of teachers.

- **Supply teachers – the restoration of pay rates for teachers undertaking short-term supply cover**

The NASUWT has consistently opposed this discriminatory system and campaigned for the full restoration of supply teachers' pay since it was introduced. The NASUWT was the only union to do so and the restoration of equal pay rights for supply teachers is a vindication of the campaign by the NASUWT. However, this is not the end of the matter. Righting the injustice suffered by supply teachers will remain an important part of the Union's campaigning. The NASUWT demands redress and reparation following the unjustified and discriminatory decision to impose reduced salaries for supply teachers over the last six years.

- **A Pay and Reward Review Group to be established**

The NASUWT has for a long period raised concerns about teacher workload, working conditions and pay. The NASUWT has also continued to highlight concerns about the current pay and conditions negotiating machinery – the SNCT – which has failed to act in the interests of teachers and the teaching profession.

The need for a review of teachers' pay and conditions is long overdue. However, the proposal to establish this Review Group is to focus on career pathways for those teachers at the top of the main grade scale and the potential to access higher salaries beyond point 6. It is not, as has been suggested in some recent press articles, a second McCrone review. The membership of the group has not been determined and it is not expected to report until April 2018.

The Scottish Government has already long presided over a system that has failed the teaching profession. The NASUWT is demanding action, not words, from the Scottish Government and the Employers for the benefit of teachers throughout Scotland.

The NASUWT is the only union continuing to campaign for all teachers in Scotland.