

## Pay award update

The Ministry of Defence (MOD) consulted the NASUWT on the payment for 2017/18. Although information was provided by the NASUWT to the MOD in August, the MOD did not provide a response until December. The MOD response below will be implemented in March.

- a 2% uplift to the statutory minimum and maximum of the teachers' main pay range;
- a 1% uplift to the minima and maxima of all other pay ranges in the national pay framework, including MOD headteacher groups and applicable allowances, effective from 1 September 2017.

In addition, following representations from the NASUWT, the MOD will provide a 2% uplift to all pay points on the main pay range. The NASUWT is the only union to state that the delay in implementing the annual pay award is unacceptable, to have pressed the MOD for an explanation and to have requested measures be put in place to ensure there is no delay in future years.

## Voluntary Early Release Consultation and Drawdown

There has been no change to the Voluntary Early Release Scheme, Voluntary Redundancy and Compulsory Redundancy terms that were consulted on in 2013.

Whilst the 2013 consultation specified that final exits would most likely be in 2018, it did strongly imply, in the NASUWT's view, that it would apply until the last school in British Forces Germany was closed.

The 2013 voluntary exit terms for MOD teachers was based on legislation linked to the Teachers (Compensation for Redundancy and Premature Retirement) Regulations; there have been no changes to that legislation. The 2013 Compulsory Redundancy terms are based on statutory redundancy compensation.

The NASUWT view is that until a consultation occurs to review drawdown arrangements, the status quo remains in place.

However, we have been informed that the Directorate Children and Young People (DCYP) has been advised by the MOD to formally reconsult on how they propose to manage all drawdown-related people issues (including Voluntary Early Release Scheme, Voluntary Redundancy and Compulsory Redundancy) from 2018 onwards.

Formal consultation will be led by MOD Civilian Human Resources. It is proposed that the consultation period will run from mid-January to the end of February. The NASUWT is ready and prepared to argue the case for status quo in relation to the Voluntary Early Release package, as agreed in 2013, when it was envisaged that all schools would be closed by 2018.



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