

Teachers' Pay 2018-19 – Update

Since September 2018, the NASUWT has provided members with regular updates on the progress of the negotiations on teachers' pay for 2018-19.

In October 2018, members were asked to complete an opinion survey, giving their views on the pay offer made by the Employers and the Government. All members received the analysis of those responses which confirmed that a majority of members were not satisfied with the offer and more than half were willing to take industrial action to demonstrate their anger at what they considered to be a derisory and divisive offer.

The NASUWT wrote to the Cabinet Secretary, John Swinney, and the Employers making clear the views of NASUWT members.

Further meetings of the SNCT Joint Chairs took place and the NASUWT advised members of the outcome of the meetings which took place on 17 and 20 December. Negotiations continued at those meetings to seek to secure an improvement on the offer of:

a three-year pay award of 3% (April 2018) +3% (April 2019) +3% (April 2020) plus an additional 2% from the Government to be applied to all pay scales from August 2018.

On 7 January 2019, there was a further meeting of the SNCT Joint Chairs.

At the meeting, the Employers tabled a revised offer:

- a three-year pay award of 3% + 3% + 3% with pay backdated to April 2018;
- restructuring of the main grade pay scale from six points to five points and a revaluing of promoted post-salary scales backdated to August 2018.

This offer includes adjustments to ensure an equal uplift of 2% to the five main grade pay points and all promoted-post points up to an £80,000 threshold with a flat-rate increase for those above the threshold of £1,600.

On 8 January, the SNCT Teachers' Panel met to consider the latest offer.

The NASUWT remains concerned that this offer still does not address the decline in teachers' pay over the last eight years, as a result of agreements reached by the SNCT which the NASUWT has consistently opposed.

At the meeting on 8 January, the SNCT Teachers' Panel formally recorded a 'failure to agree' with the Employers but left the door open for further negotiations on an improved offer.

The NASUWT National Salaries Committee is scheduled to meet on 11 January 2019 to consider the latest offer and will make recommendations to the Union's National Action Committee, which meets on 15 January to consider the next steps, including moving to a ballot of members for industrial action.

Further information will be sent to members immediately after the meeting of the NASUWT National Action Committee.

If members wish to comment on the latest offer from the Employers and Government, please email rc-scotland@mail.nasuwt.org.uk.

Previous NASUWT bulletins on the pay negotiations and on the opinion survey of members can be viewed at <http://www.nasuwt.org.uk/scotlandpayaward>.

HELP US TO HELP YOU

It is vitally important that the NASUWT is able to contact all members to provide information on their pay and conditions of service.

Please ensure that you have checked your membership details and that they are up to date.

It would be very helpful if you could provide the NASUWT with a personal email address and personal phone number.

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