Pay Update

Members will be aware that the States of Guernsey announced in December that pay uplifts for States employees would be limited to a flat-rate increase of £350 for those earning less than £40,000 and £0 for those above this cap. This announcement was made without any consultation or negotiation with the NASUWT.

As the limit would hit all teachers on point M6 and above, this means that most teachers in Guernsey are facing a pay freeze. Even for those below the cap, this represents a derisory increase that is a real-terms pay cut, given the increasing rate of Guernsey inflation.

The announcement is all the more galling given the major upheaval of the Guernsey education system that lies ahead, which will no doubt result in increasing workload for all teachers in Guernsey.

The NASUWT has rejected this diktat, and is preparing a detailed, evidence-based document to demonstrate the clear need for an above-inflation increase to be applied to all pay points and allowances.

Performance Management

Late in 2016, the States announced that performance-related pay will be applied to all States employees as part of the drive to cut the budget deficit.

It is clear that this is a crude money-saving exercise, putting in place barriers to pay progression for hard-working public service workers, including teachers. The fact that the stated intention is to save money shows that this is nothing to do with rewarding performance but all about balancing budgets. It is yet another ruse to cut pay which the NASUWT will strongly resist.

General Meeting

The next General Meeting of the Guernsey NASUWT Local Association will be on 26 January 2017 at Moores Hotel, commencing 4:00pm. The agenda will include an update on all current issues including pay and performance management. Refreshments will be provided and reasonable expenses reimbursed. The meeting is open to all members, who are also encouraged to bring a friend.