

Pay Update

Members will be aware that pay talks over the 2017/18 pay award have been ongoing for some time, and following feedback from members in the Summer term, the NASUWT embarked on a process of mediation with the States of Guernsey in order to attempt to resolve the dispute.

As a result of the informal stage of mediation, the States have put forward an amended proposal. The new proposal is for a 1.2% uplift backdated to 1 September 2017 and a further 2.2% uplift effective from 1 September 2018.

Although this still represents a **real-terms pay cut of 0.2% over the two years**, in cash terms it is an improvement on the earlier States proposal, even though the States were adamant that their position would not change, and vindicates members' position to follow this path.

The NASUWT remains disappointed that the States have steadfastly refused to increase the offer which remains a real-terms pay cut, which flies in the face of the clear evidence contained in the detailed pay claim that teachers required a substantial above-inflation uplift. However, the Union believes that the current proposal is the best that can be achieved without invoking the formal dispute procedures, up to and including the Tribunal, at which the pay uplift level would be decided by an independent third party.

The States have made it clear that if the formal procedure is invoked, they will be 'defending a lower position', i.e. reducing the proposed uplift. Although the NASUWT strongly doubts that the outcome would be any lower than is already proposed and has every possibility of being higher, **this cannot be guaranteed**.

As a result of obtaining an improved offer through the informal process, the NASUWT has decided to consult with members over the possible next steps in this process. A short survey is included with this bulletin which all members are urged to return by 22 October 2018.

Ofsted

Following the announcement that Ofsted would be inspecting Guernsey schools from September 2019, the NASUWT wrote to the President of the Education, Sport and Culture Committee, Deputy Fallaize, to express the Union's concerns over the announcement and the lack of consultation with the NASUWT prior to the announcement, and called for urgent talks.

Continued overleaf



A meeting was convened with Deputy Fallaize at which the NASUWT conveyed both our disappointment over the lack of consultation and our concerns about the use of Ofsted.

Deputy Fallaize has given an assurance that Ofsted will not be using the same inspection framework as England. Instead, Ofsted will be used as an inspector against a bespoke framework developed specifically for Guernsey. In contrast to the English system, schools will not be given a single overall grade and there will be no 'special measures' judgement. There will also be a limited pool of inspectors, who will be fully trained in the Guernsey framework. The system will also be subject to a pilot phase. Deputy Fallaize also committed to further consultation with the NASUWT on this matter.

Although much will depend on the final framework and system, the NASUWT is relieved that a Guernsey-specific system will be developed, and the Union will endeavour to use its extensive experience of the English system to prevent the negative impacts of Ofsted inspections in England being repeated in Guernsey.

Secondary School Reorganisation

The NASUWT also discussed the reorganisation of secondary education with Deputy Fallaize. Before October half term, there will be an announcement on the full transition programme, which will take the system from four schools to one school over two sites. There will then be a process to move teachers across. Again, Deputy Fallaize gave a commitment to work with the NASUWT through this transition and the Union will work to protect teachers' jobs and pay as much as possible through the process. The States and the NASUWT also agreed to work together in devising an appropriate scheme of delegation for schools and headteachers, both at secondary and primary level, to ensure that school autonomy is both effective and appropriate and that the issues around autonomy that exist in England are not replicated in Guernsey.



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Guernsey Pay Update Survey

Q1. How do you feel about the 2017/18 pay award? (Tick one box only)

- The current proposal is acceptable to me
- The proposal should be rejected and a formal dispute procedure invoked.

Q2. How do you feel about your pay? (Tick no more than three)

- I am happy with my pay
- I do not expect any more given, the current economic climate
- I am really angry and think teachers are treated unfairly by the States
- I am so angry that I would be willing to take industrial action
- I think we should get paid more, but the States cannot afford it
- I think pay is an issue but there are other things that concern me more.

Q3. What action would you be prepared to take for more pay? (Tick all that apply)

- I would not be prepared to take any form of industrial action
- I would be prepared to take action short of strike action
- I would be prepared to support one day of strike action
- I would be prepared to support more than one day of strike action.

Return in the envelope provided by 22 October 2018

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