

Date: 27th September 2018

E-mail: advice@mail.nasuwt.org.uk website: www.nasuwt.org.uk

Our Ref: 180927/VALLOIS T/CK/TF

Senator Tracey Vallois
Minister for Education
PO Box 142
Highlands Campus
Jersey
JE4 8QJ

Dear Senator Vallois

Pay Award for Teachers

I write in reply to the letter dated 17th August 2018 detailing the States Employment Board's (SEB) final position with respect of Teachers' and Lecturers' pay.

In the Spring, the NASUWT submitted a detailed pay claim setting out the clear evidence that teachers required a substantial, above-inflation pay increase, not only to address the erosion of pay over the last decade but also to ensure Jersey continues to be able to recruit and retain the best teachers.

The NASUWT is deeply disappointed with what can only be described as the derisory level of the uplift that is now proposed.

The proposed uplift will exacerbate the erosion of teachers pay since 2018. By 2020 teachers will have had in effect a pay cut of over 11%. This will do nothing to attract and retain teachers. It will leave teachers feeling undervalued and will have a negative impact on their morale.

The fact that most other pay groups are receiving substantially more than teachers will provoke considerable anger amongst teachers and underline the view that the SEB does not value its teachers at a time when additional funding is clearly available.

The NASUWT is particularly concerned that the proposals contain a non-consolidated element. This is nothing more than a single year 'bonus'. Such payments are not pensionable and cannot be used in applications for credit, thus making Jersey's already very expensive housing market even more inaccessible to teachers.

The manner in which this announcement was made, to members and the media, before the negotiation meeting with the NASUWT appears to demonstrate the SEB has not been committed to meaningful engagement in negotiation. The NASUWT has already stated that the pay negotiation mechanism is not fit for purpose and should be replaced by an independent review body process. These latest developments underline the need for change.

The NASUWT is consulting with members over the possible next steps on pay. However, the Union is clear that the current offer is unacceptable and urges the SEB to reconsider and enter into genuine dialogue and negotiation over this award.

Yours sincerely

A handwritten signature in black ink that reads "Chris Keates". The signature is written in a cursive, flowing style.

Chris Keates (Ms)
General Secretary