

Date: 13th March 2018

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Our Ref: 180313/PARKER/CK/TF

Mr Parker
Chief Executive for the States of Jersey
Cyril le Marquand House
The Parade
St Helier
Jersey
JE4 8QT

Dear Mr Parker

The NASUWT notes with interest that you have announced plans to conduct a major reorganisation of Jersey's public services.

The Union agrees that there are aspects of the current system that could be improved, and particularly agrees that CPD for all staff is vital for ongoing improvements to public services. The emphasis you have placed on providing high-quality CPD to all employees is therefore welcome.

The NASUWT does, however, have some significant concerns over the implementation process, and the consultations which have been announced.

The documents provided to support the two consultations on the 'One Government' reorganisation contain many aspirational statements of how the public sector on Jersey needs to respond to modern challenges, and describes the departmental structure that is being proposed.

However, in order for consultation to be meaningful there needs to be detail provided on how it is proposed individual departments will be structured, how they will work, and the proposals for staff restructuring. The consultation documents are extremely brief, at 6 and 7 pages respectively, and there is an absence of key information.

The NASUWT as the teachers' union, is concerned primarily with the impact of the reorganisation on the Education Department.

The documents describe the Education Department acquiring a number of extra responsibilities, in an enlarged Department for Children, Young People, Education and Skills (CYPES). There are no details on how the new department will be structured or its anticipated budget and therefore it is difficult to gauge the impact this will have on schools.

As you will be aware, the NASUWT has an Education Partnership agreement with the States, signed by the Chief Minister. The Union would expect negotiations over the implementation of any reorganised department to be conducted within the spirit of that Agreement.

The Union also notes that a substantial number of tier one and tier two management roles are to be deleted. However, again there is no information provided on this. Additionally there is no information on what posts will exist in the new structure and how these will be allocated to the new CYPES department.

The NASUWT has worked extensively with the current Department through the Education Partnership, and an ongoing issue has been the lack of resource available at senior management level to implement the programme of work the Education Partnership has been developing. Indeed, and as stated in the meeting, the enlarged CYPES Department would need substantial extra resources to support it, compared to the current Department for it to operate effectively.

The NASUWT continues to share your ambition to raise standards of education on Jersey, and this is precisely what the Education Partnership was created to do. We look forward to working with you to realise our shared ambition, through the Education Partnership. However educational standards inextricably are linked to teachers pay and working conditions. Reforms must address the any concerns of teachers raised either through the NASUWT or highlighted in the recent all-island survey of teachers. The Department must have sufficient resources provided at all levels if it is to be able to deliver an agenda for change.

The consultation document also describes the separation of Highlands College from schools. There are no details provided about this and the NASUWT is concerned that such a separation would not be conducive to a joined up system. The NASUWT would resist strongly any attempts to separate current joint teacher and lecturer terms and conditions. As the sole union recognised for teaching staff at Highlands, we expect to be consulted fully on any proposed changes.

The NASUWT requests that to enable genuine and meaningful consultation to take place that additional detail on the proposals in the consultation documents is provided as a matter of urgency and calls for the consultation timescales to be halted, pending the provision of information. When the necessary detail is provided, new timescales should be established.

The NASUWT looks forward to receiving the information requested and to engaging constructively with the States on these proposals.

Thank you in anticipation of your co-operation.

Best wishes.

Yours sincerely



Chris Keates (Ms)
General Secretary