

## Pay – Have Your Say

The Department for Education, Sport and Culture (DESC) has announced that the following uplift will be applied to teachers' pay for 2018/19:

- 3.5% to pay points on the main pay scale;
- 2.0% to pay points on the upper pay scale, and all allowances;
- 1.5% to pay points on the leadership pay scale.

It is deeply regrettable that the DESC has chosen to release this information without any form of consultation or negotiation with the NASUWT or any other unions. Indeed, the NASUWT and other unions received a belligerent letter from the Chief Executive attempting to justify the imposition of the award and rejecting any arguments against it.

It is also deeply regrettable that although the DESC has followed the minimum pay level set out in the School Teachers' Pay and Conditions Document (STPCD), this does not fulfil the requirements of the DESC's own pay policy, which states that annual pay increases awarded by the School Teachers' Review Body (STRB), as published in the STPCD, will be reflected in the Isle of Man.

The STRB recommendation was 3.5% to be applied to all pay points and allowances. However, this recommendation was not upheld by the Secretary of State for Education in England. As the pay policy clearly references the pay increase awarded by the STRB, not the Secretary of State's interpretation of it, the NASUWT has made it clear to the DESC that 3.5% across the board is the absolute minimum that should be applied.

Notwithstanding this, the NASUWT submitted a detailed pay claim to the DESC earlier this year which clearly set out the desperate need for a substantial, above-inflation pay uplift. The pay claim can be found on the NASUWT website at [www.nasuwt.org.uk/IsleofMan](http://www.nasuwt.org.uk/IsleofMan).

Before this pay award, Manx teachers had suffered a 28% real-terms cut in their pay since 2010. This is much greater than in other jurisdictions, with UK teachers suffering a 16% real-terms cut, Jersey teachers 8% and Guernsey teachers 4.2%.

Isle of Man inflation as measured by the Retail Prices Index (RPI) is currently running at 4.9%, meaning that even for teachers on the main pay scale, this uplift represents a further 1.4% real-terms pay cut, with an even greater impact on colleagues on the upper and leadership pay scales.

The NASUWT has seen evidence that some colleagues are now paid less than they were in 2010 whilst doing the same job on the same pay scale point.

The NASUWT has also seen correspondence from the Public Services Commission (PSC) to indicate, yet again, that other Manx Government employees will receive a higher uplift than most, if not all, teachers. This compounds the fact that teachers are already around 6% behind other Isle of Man Government employees.

*Continued overleaf*



The NASUWT is deeply concerned about the DESC's approach to pay, now that it has imposed a pay uplift without any consultation and by rejecting the clear evidence that Manx teachers require a substantial uplift.

Adding insult to injury, the Chief Minister, in his recent 'State of the Nation' address, stated that the Isle of Man economy had grown in real terms by 7.4%, adding: *'The amount of money people take home in their pocket has increased by 4.4%.'* This clearly demonstrates not only that the Government can afford a substantial uplift for teachers, but also that teachers are disadvantaged as a direct result of the DESC's approach to pay.

Given the complete intransigence of the DESC on the matter of pay, the NASUWT is keen to hear the views of members, and has prepared a short survey form to that end, which is available at [www.surveymonkey.co.uk/r/iompay18](http://www.surveymonkey.co.uk/r/iompay18). The survey comprises of only four questions and should take less than a minute to complete. All members are strongly urged to complete the survey. The deadline for completion is **9 November 2018**.

**Thank you for your participation.**

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