

## **ANOTHER ACADEMIC YEAR – ANOTHER YEAR WITHOUT A PAY AWARD**

Teachers once again start the academic year with not only their pay award for 2017-18 unresolved but also with having received only one pay award of a miserly 1% in the past two years.

This is a disgraceful and unacceptable situation which the NASUWT has continued to challenge robustly through its ongoing trade dispute with the Education Minister, action short of strike action and its initial wave of strike action during the last academic year.

This unacceptable situation on pay is exacerbated by the absence of a devolved administration, which is preventing progress being made.

Whilst the pay awards for teachers across the UK have been deeply unsatisfactory, no other teachers have been in the position of teachers in Northern Ireland of not being given a pay award in any year.

The NASUWT industrial action remains fully in place and members must ensure that they are implementing fully the action short of strike action. For the action instructions and to receive updates on progress on pay, please go to:

[www.nasuwt.org.uk/news/industrial-action/northern-ireland.html](http://www.nasuwt.org.uk/news/industrial-action/northern-ireland.html).

### **THRESHOLD PAY – DON'T MISS OUT**

If you were paid on M6 from 1 September 2016, then you are now eligible for the Upper Pay Scale (UPS).

Applicants must return their completed application form to the principal **no later than Friday 6 October 2017**. Application forms submitted after this date will not be accepted.

Decisions on whether a teacher should move to point 1 of the UPS with effect from 1 September 2017 will be made by the principal (or line manager in a non-standard setting). If you are denied progression, contact the NASUWT immediately.

Teachers who were previously eligible to apply but chose not to apply may apply now. Teachers who were deemed 'not yet met' in previous years may re-apply now.

Both the application process and the provision of evidence are the responsibility of the applicant.

#### **Movement from UPS1 to UPS2 and UPS2 to UPS3**

Movement from points 1 to 2 and 2 to 3 of the UPS do not require an application form. Teachers in post on 1 September 2017 who moved to point 1 of the UPS on or before 1 September 2015 are eligible to be considered for progression to point 2 of the UPS.

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Teachers in post on 1 September 2017 who moved to point 2 of the UPS on or before 1 September 2015 are eligible to be considered for progression to point 3 of the UPS.

It is the responsibility of the principal to approve the movement of a teacher on the UPS. There should be no issues over whether teachers with two consecutive successful Performance Review and Staff Development (PRSD) review statements should be progressing.

The principal must submit all paperwork in relation to the UPS by 27 October 2017. We recommend that if you are eligible for progression, you inform your principal **by email by Friday 6 October. This must be done to provide evidence if needed at a later date, if problems arise.** If you need advice, please contact the NASUWT.

## CLASS SIZES IN PRACTICAL SUBJECTS

In June, the NASUWT sent a bulletin to members which has been used successfully in schools to challenge class sizes which are hazardous to both teachers and pupils. The bulletin advised NASUWT members to take the following steps to protect themselves in the event of being asked to teach a practical class of over 20 students:



- ask for a copy of the health and safety risk assessment – it is not appropriate for a school to instruct the classroom teacher to do this; the assessment must be carried out by a competent and trained person;
- ask for a written statement that the Board of Governors is satisfied that any practical activities are unlikely to present a risk to the health and safety of either pupils or the teaching and support staff involved in the class;
- contact the Health and Safety Officer within the Education Authority for advice and for written confirmation that they are satisfied with the health and safety risk assessment.

If the above documentation is not provided, NASUWT members should not carry out any practical activity during the lesson and should contact the NASUWT immediately.

NASUWT members should not accept any rotation arrangement as an alternative. It is not possible for one teacher to be responsible for two groups of children at the same time without adversely affecting the health and safety of those children.



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