

Pay Update

The NASUWT has compiled and submitted a detailed pay claim through the Negotiating Committee for Teachers and Lecturers in Guernsey (NCTLG). The claim sets out clear evidence for the need for a substantial, above-inflation pay award. The claim is available on the NASUWT website.

The NASUWT has met with the States of Guernsey to discuss the 2019 award, and the States has made an offer of a 2.3% award, effective from 1 September 2019. Although this is an improvement on the 1.5% which was initially mooted, because the reference Retail Prices Index (RPI) inflation figure at December 2018 stood at 2.4%, this still represents a real-terms pay cut, and further compounds the erosion of pay over the last decade. As such, the NASUWT has urged the States to reconsider the level of the award, and a further meeting has been arranged for 13 June. Members will be kept up to date on developments.

Manual workers and civil servants have also been offered the same pay award.

Pensions Update

The revised terms of the Public Sector Pension Scheme have been approved by the States of Guernsey. This means that States employees who were members of the old (pre-2015) scheme have the option of joining a different scheme which reduces the member's normal pension age and provides an automatic lump sum in return for slightly higher contributions and an inferior accrual rate. Details are in the table below:

	Current Scheme	Revised Option
Pension age	State pension age (up to 70)	65*
Accrual rate	1/56th	1/80th
Automatic lump sum	None	3/80th
Contribution rate	7%	7.5% from 1/1/2020

*Should a member opt to join the revised option, the 65 pension age is dependent on the employee remaining in States employment until what would have been ten years before their normal pension age in the old scheme, so either 50 or 55, depending on when the member joined the scheme.

The deadline to opt to join the revised scheme is 22 November 2019.

Although this option may benefit certain groups of members, the NASUWT strongly urges members to take independent financial advice before making the decision whether or not to take the option.

continued overleaf

The States will provide further details to all eligible members in due course, and is arranging opportunities for both group and individual sessions to explain the options, although it will not give financial advice. There will also be an online calculator for members to model their own circumstances.

Performance Management

Under the terms of the 2012 pay dispute resolution, pay and performance management were decoupled, so that progression was automatic. Lately, the NASUWT has been receiving reports that some schools are seeking to link performance with pay, in breach of this agreement. New pay and performance management policies are currently being negotiated, but in the meantime, the 2012 agreement stands. Any members experiencing difficulty in this regard should contact the NASUWT for assistance.

Facebook Group

The Guernsey NASUWT Facebook group has been set up as a closed group that only NASUWT members can access. All the latest news and updates will be posted on the group, which will also facilitate discussion between members. The group can be found at <https://tinyurl.com/gsynasuwt>.



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to us**

03330 145550
advice@mail.nasuwat.org.uk
www.nasuwat.org.uk