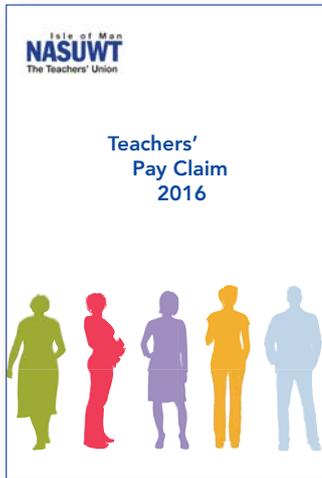


Pay Claim 2016



Members should have received a copy of the detailed pay claim which the NASUWT has submitted to the Department for Education and Children (DEC). Although there has been a long-standing practice of the DEC's pay scales mirroring those in England and Wales, the Department broke this link last year by refusing to pay teachers on M6 of the pay scale a 2% uplift. The NASUWT was the only trade union to call for a 2% uplift to retain parity with colleagues in England and Wales.

Since then, analysis by the NASUWT has found that due to a considerably higher rate of inflation in the Isle of Man compared to the UK, Manx teachers are considerably worse off than teachers in England and Wales. Other Isle of Man government employees have also received far higher pay uplifts since 2010, including a recent 2.2% award whilst teachers had 1% imposed.

It is clear that the DEC are using the link to the England and Wales pay scales as a convenient way of denying teachers even a modest pay uplift.

Members will be kept informed of developments.

Appraisal

Following concerns raised by NASUWT members at a recent meeting, the Union has obtained clarification from the DEC that, in relation to the evidence required for appraisal, teachers are not required to provide evidence of compliance with the Teachers' Standards.

As a result of the NASUWT's intervention, the DEC has stated that it will provide guidance to headteachers that *'evidence for this should be provided by the school's normal monitoring arrangements and from pre-existing systems and structures'* and that *'asking colleagues to produce large amounts of paper to support their achievement of standards would be far too onerous and would detract from their teaching responsibilities'*.

The NASUWT's position is quite clear, throughout the process there must be the assumption throughout the appraisal process that unless there is clear evidence to the contrary, which has been shared with the teacher, the Teacher's Standards must be deemed to be being met.

Dispute At Ballakermeen High School

Members will be aware, as reported at our recent General Meeting and in the media that the NASUWT has declared a dispute. This dispute has been caused by the intransigence of the DEC in dealing with pupils who have been regularly harassing Union members outside of school for over a year. This could have been resolved much earlier had the DEC taken appropriate steps to deal with the situation.

A meeting was arranged for 24 November with the DEC, facilitated by the Manx Industrial Relations Service, to discuss and hopefully resolve the dispute. The NASUWT will keep all members updated on developments.

NQT Induction

At the General Meeting, it was reported that the DEC was refusing to update the records of NQTs held in England with the National College for Teaching and Leadership (NCTL), to reflect their successful completion of induction. This affected all NQTs who have completed induction since 2012 and could have had serious consequences for teachers returning to England and Wales to teach. Although the reasons for the refusal were never clear, following pressure from the NASUWT, the DEC has now reversed their position and will be updating the records held by the NCTL, and would hope to do so by the end of the term. Any members concerned about their records should contact the NCTL/DEC in the first instance, and then the NASUWT if they are dissatisfied with the outcome.

