

March 2019

Strictly private and confidential

Dear Member

NATIONAL BALLOT FOR INDUSTRIAL ACTION

As you are aware, the NASUWT has been making preparations for a national ballot of members in the context of the ongoing discussions at national level over the pay award for teachers.

As part of those preparations, we undertook extensive consultation with members to gauge their feelings about balloting for industrial action.

Whilst members were extremely angry about the deep cuts to their pay they have faced over the last few years, many reported they were equally, if not more, concerned about workload and pupil indiscipline, and wanted the Union to take action to address these issues.

In relation to pay, members who gave feedback to the Union were prepared to take strike action, but in conjunction with other unions.

However, in relation to workload and pupil indiscipline, members wanted the NASUWT, regardless of the stance of other unions, to continue to take action to support members in challenging:

- the practices in schools which were driving excessive workload; and
- the culture, prevalent in too many schools, which maintained that verbal and physical abuse and disruption are all part of the job.

A number of members also raised concerns about other adverse management practices such as bullying and harassment, which were affecting their health and wellbeing.

The NASUWT National Action Committee has now considered all of the feedback from members and is of the view that the Union should now move forward to ballot members not only on pay, but also on excessive workload, pupil indiscipline and other adverse management practices affecting the health and welfare of members.

The NASUWT is in no doubt that teachers need a New Deal from the Government and employers, which addresses all of these concerns about working conditions. Simply focusing on pay leaves the other major issues, which are blighting the professional and indeed the home lives of teachers, unaddressed.

Notice of the intention to ballot to employers

During the course of the consultation, your school was registered for inclusion in the national ballot.

The NASUWT will, therefore, be issuing notice to your employer by 8th March 2019 of a trade dispute over the issues listed above as part of our campaign to secure a New Deal for teachers.

Once notice has been issued, ballot papers will be sent out to members on 18th March 2019.

Please turn over

A successful outcome in the ballot will enable NASUWT members to participate in national strike action on pay alongside the EIS, the only other union now opposing the current pay offer, should the EIS decide to continue with its plans to ballot its members and take a day of strike action on 24th April 2019.

However, in addition, NASUWT members will have the backing of a lawful ballot to take action short of strike action and, where appropriate, strike action to tackle excessive workload, pupil indiscipline and other adverse management practices affecting their health and welfare.

No other union is planning to ballot to empower its members to make a stand on these important issues.

The next steps

Further information will be sent to members before the ballot papers are issued. This will include information on the ballot process, the timescales for balloting and the industrial action which members will be able to take if there is a successful outcome to the ballot in their school.

**If you have any queries, please contact the NASUWT Scotland Centre.
Email: rc-scotland@mail.nasuwt.org.uk or phone: 0131 226 8480.**

Ensuring your membership information is accurate

Please ensure that your membership details are up to date so that you receive all the information about the ballot.

Ballot papers by law must be sent to members' home addresses, so please check your details. Go to: www.nasuwt.org.uk/e-login to make sure these are correct.

Thank you for your continuing support for the NASUWT.

Best wishes.

Yours sincerely



Chris Keates (Ms)
General Secretary



demands

a **NEW**
Deal *for teachers*