

21st October 2016

## **IMPORTANT NOTICE – INDUSTRIAL ACTION**

Dear Member

Further to my correspondence last week notifying you of the employers' offer on pay for 2015-16 and for 2016-17, I write to advise you of the decision of the NASUWT National Action Committee on further industrial action.

I want to thank all of you who have responded so positively to the escalation of action short of strike action, and to assure you of the NASUWT's determination to challenge the unacceptable way in which teachers continue to be treated by their employers and the Department of Education.

Thousands of you have contacted us and it is clear that the overwhelming majority of you recognise that the offer of 0% for 2015-16 must be challenged.

On 20th October, the NASUWT National Action Committee gave detailed consideration to this issue and has decided that the next step must be to escalate to strike action in order to demonstrate the anger and frustration of teachers because of the continuing failure of employers and the Department of Education to recognise and address the serious concerns of teachers over pay, workload and job loss.

Teachers' pay in Northern Ireland is now not only failing to keep pace with trends in the graduate labour market, but it is also failing to keep up with teachers' pay across the UK, where teachers have at least had the one per cent increase funded by the Treasury.

It is disgraceful that the employers and the Department of Education, rather than paying teachers, are simply banking the one per cent from the Treasury which was allocated for 2015-16.

The NASUWT has now put employers on notice that unless they come forward with a pay award for 2015-16, and unless the Department of Education agrees to genuine engagement to seek to resolve the NASUWT's trade dispute, they will be responsible for forcing dedicated and committed teachers to demonstrate their anger and frustration through strike action.

*continued overleaf*

Plans are now being drawn up to have a rolling, incremental programme of strike action across Northern Ireland, starting at the end of November and continuing into the Spring Term, which will involve all members during the course of the programme of action.

In the next few weeks, I will be writing to you setting out further information on the details of the programme. There will also be area and school-based meetings to discuss the action with members.

I am sure you will appreciate the importance of this action.

Thank you for your continuing support for the NASUWT.

Best wishes

A handwritten signature in cursive script that reads "Chris Keates".

Chris Keates (Ms)  
**General Secretary**