

April 2019

Strictly private and confidential

Dear Member

GUIDANCE ON ACTION SHORT OF STRIKE ACTION

Your Employer was notified on 1st April 2019 of further action in furtherance of the NASUWT's current trade dispute on pay.

The instruction to members is to refuse to cover for absence, including covering split classes. The instruction applies to members in all schools in Jersey.

In order to implement this instruction, members should refuse to provide any cover, including being asked to take pupils into their class or group from other classes, where a teacher is absent.

Absence triggering cover occurs when the teacher normally responsible for teaching a particular class or group is absent from the classroom during the time they have been timetabled to teach. The absence could be for a variety of reasons, including sickness absence or internal meetings. It could be short term or long term. The key fact is that the teacher who would normally teach the class is absent, and other teachers who are members of the NASUWT should not, therefore, cover that class.

No cover also applies where a post is vacant and teachers on the staff of the school who are members of the NASUWT are asked to cover for the vacancy.

This instruction also applies to any additional non-contact time created when year groups are on study leave. Members should not agree to be deployed to cover during that time.

Members who have any queries about the no cover action should email nasuwt@mail.nasuwt.org.uk, marked for the attention of the General Secretary, Jersey Action.

SUPPLY TEACHER MEMBERS

Supply teachers who are members of the NASUWT and who are engaged by a school to cover for a teacher who is absent, for short or long-term cover, are not covered by this instruction, as covering for absence is their job.

However, if a supply teacher member has been engaged to cover in a school on a long-term basis, for example, for long-term sickness or for a vacancy, and has taken over the timetable of the absent teacher, then they should not be deployed to do any other cover during their timetabled non-contact periods.

Supply teacher members should email nasuwt@mail.nasuwt.org.uk for advice, marked for the attention of the General Secretary, Jersey Action, before refusing to cover.

continued overleaf

FREQUENTLY ASKED QUESTIONS AND ANSWERS

1. Will I be breaching my contract if I follow the instruction?

The fact that a lawful ballot for industrial action has been conducted enables you to take action by withdrawing from any or all of your contractual provisions, subject to an instruction to do so being issued by the NASUWT General Secretary. In this case, you have received an instruction for no cover.

2. What happens to the pupils if I refuse to cover?

That is a matter for the school management and for the Employer.

3. Does this action affect any other part of my job?

Not at this stage. This action which has been notified to your Employer is the only industrial action you should be taking at the moment.

4. Is any other industrial action planned?

The NASUWT is disappointed that the Employer has not responded positively to our representations on pay.

A meeting has been called for 1st April 2019, at which we hope good progress can be made. However, if it is not, then this action short of strike action will be part of an ongoing campaign.

The Union's National Action Committee is already considering further action short of strike action and strike action, including a rolling programme of strikes, should that be necessary and with the support of members.

JERSEY
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The Teachers' Union

talk
to us

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