

## Education Bill Consultation

The Department for Education, Sport and Culture (DESC) has published its response to the initial consultation on the Education Bill.

In relation to protecting teachers from poor behaviour outside the school setting, the DESC has stated that it is not going to implement any changes to address pupil behaviour outside the school environment.

The NASUWT is deeply disappointed that, despite clear evidence of the need for such protections, as reported in the NASUWT's behaviour survey and the fact that nearly four in ten respondents stated teachers should have such powers, the DESC is continuing to refuse to act.

The provisions the Union seek are uncontroversial and have already been successfully adopted throughout the UK, being supported by all major political parties as well as other comparable jurisdictions, such as Jersey.

The NASUWT will continue to lobby for the inclusion of protections into the Bill, and members will be kept updated. The Union will also continue to support members who are subjected to such unacceptable behaviour. Please contact us if there is an issue of pupil indiscipline in your school.

## Pay Claim Update

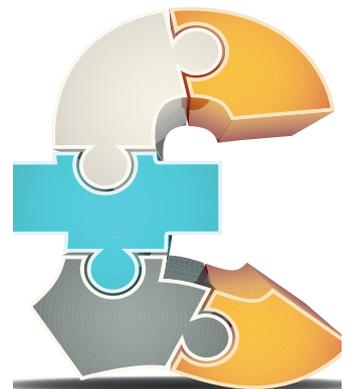
The NASUWT submitted a pay claim to the DESC in September, detailing the clear need for a substantial above-inflation pay uplift, following the DESC's imposition of a 1% uplift for all except those on M1 and M6, who received 2%.

Following intense lobbying by the NASUWT, the DESC has now agreed to uplift all points on the main scale by 2%. This decision has only come about because of the pressure applied by the NASUWT.

As the DESC stated that this is to remove discrepancies between the Isle of Man pay scales and the pay ranges contained within the England and Wales School Teachers' Pay and Conditions Document, the NASUWT is seeking clarification as to whether M6 will also be uplifted by the additional 1% that was denied in September 2015.

Although this additional uplift is welcome, it still represents a substantial real-terms pay cut, with inflation running at 6.1% in the Isle of Man. The NASUWT will continue to press for all teachers to receive a substantial, above-inflation pay increase.

The NASUWT was the only union to oppose the DESC's 2015 decision not to award a 2% uplift to colleagues on point M6 in line with the School Teachers' Review Body recommendations. The NASUWT is also the only union to continue to press for a substantial above-inflation pay uplift for all teachers, as other unions currently are asking for 5%, which still represents a 1.1% pay cut.



## Performance Management

Following the pressure applied by the NASUWT earlier in the year, the DESC agreed to carry out a review of the Performance Management process.

Although this has resulted in some positive changes to the policy, many of the key concerns expressed by NASUWT members remain unaddressed, including the fact that the Isle of Man continues to be the only jurisdiction in the UK/Crown dependencies where teachers can be moved down pay scales.

This policy remains unacceptable to the NASUWT.

Members will be consulted on the next steps with regard to this issue.

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## Pensions Update

Discussions have been continuing with the Public Sector Pensions Authority (PSPA) over reform to the Teachers' Pension Scheme.

Following the publication of the latest valuation, the PSPA has agreed that the level of any savings sought should be 1%, not 1.6% as applied to other schemes. This has had the effect of reducing the impact of the proposed changes. Although this movement is welcome, it should be noted that the NASUWT remains sceptical around some of the assumptions applied to the valuation, primarily around the rate at which salaries are likely to grow.

The PSPA is currently proposing that retirement ages and overall contribution rates remain unchanged, with an amendment applied to the accrual rate, meaning pensions will not grow as fast. All currently accrued pension will be protected and changes will only apply to future service.

Further discussions are timetabled and these will focus on the future accrual rate and other issues where positive changes are hoped for, including around lump-sum commutation rates. Members will be kept informed as the discussion progress and will be fully consulted when the final proposals crystallise.



## Ending of 'Contracting Out'

The NASUWT has submitted a response to the Treasury on its proposals to end the 'contracting out' of National Insurance contributions. Contracting out is the process by which teachers and other employees pay a reduced rate of National Insurance contributions, as they do not receive the State Second Pension. The submission is available on the Isle of Man section of the NASUWT website.

Whilst the NASUWT welcomes that there will be no changes to the Isle of Man Teachers' Pension Scheme, as a result of any changes to the National Insurance regime, the Union is concerned about the impact on teachers and the DESC.

Under the proposals, the DESC's employer contributions will rise by 3.7% and teachers' employee contributions by 1.6%. The increase in employer contributions could directly impact on front line services. The increase to teachers' contributions comes on the back of a real-terms 25% pay cut and is completely unacceptable.

The NASUWT has pressed the Treasury for the retention of contracting out for teachers.

## Love2Shop Promotion

Members who have recruited new members in 2017 should expect their Love2Shop vouchers to arrive in the next few weeks.

The unrivalled membership offer of free membership for one year from date of joining continues. To get your Love2Shop voucher, make sure any new recruit records your membership number on their application.

