

Dear Deputy Le Tocq

With regard to the latest offer put forward by the States on the 2017/18 teachers' pay award, you will be aware that the NASUWT has been consulting with members to gauge their response.

The message from members is clear. There is deep dissatisfaction among the vast majority of teachers over pay levels in general. Significant numbers also cited that although pay was an issue, there were other issues that concerned them more. The NASUWT has decided, therefore, not to invoke, at this stage, the formal dispute procedure but instead to seek engagement with the States on all the significant issues of concern to members. In the light of this, we request the pay award to be implemented as soon as possible.

The levels of anger among teachers should be of deep concern to the States.

It is clear that Guernsey's teaching profession is becoming increasingly demoralised over a number of issues and this bodes ill for the future.

The NASUWT is becoming increasingly concerned that although there have been many assurances to work with the Union on the issues raised by our members, this does not appear to be materialising. A prime example is the agreement made with yourself during the pay talks to review the Green Book and to end the current two-tier workforce. To date, there has been no progress on this. The reorganisation of the secondary schools is another example, where many assurances to work with the Union have been given, yet little or no consultation has occurred.

The NASUWT once again urges the States to work with the Union and the teaching profession to tackle the many issues facing Guernsey's Education System. Failure to do so will not only be to the detriment of the education service as a whole but will also lead inevitably to a breakdown in industrial relations.

Yours sincerely



Chris Keates (Ms)  
**General Secretary**

Cc Deputy Matt Fallaize, President, Committee for Education, Sport and Culture.