

Extracts from speech made by Graham Cregeen MHK Minister for Education Sport and Culture in Tynwald on 21st January 2020 regarding the Teachers' Pay Talks (includes tables showing comparable pay scales with the London fringe)

- There are four teaching unions – the National Education Union (NEU), the National Association of School Masters and Women Teachers (the Teachers Union), the National Association of Headteachers (NAHT) and the Association of School and College Leaders (ASCL). The three latter unions have currently raised disputes with the Department each one different from the others.
- According to the recent ballot papers we have received, the membership of these three unions in DESC schools is:
 - NAHT 74 members
 - ASCL 25 members
 - NASUWT 261 members
- NEU has the largest membership of teachers on the Island and has indicated that it has over 500 of the Department's approximately 800 contracted teachers.
- Since 1992, the Department has determined annual uplifts of teachers' pay in the same way. The School Teachers' Review Body (the STRB) makes a recommendation to the Secretary of State and, having considered the recommendation, he or she then publishes the decided pay increase in the School Teachers' Pay and Conditions Document (the 'STPCD').
- Given the requirement in the employment contracts of the overwhelming majority of senior leaders on the Isle of Man that '*Your salary is in accordance with the DfE's School Teachers Pay and Conditions Document.*', and its pay policy which makes clear it relates to '*Pay Increases Arising from Changes to the STPCD*', the Department has implemented the STPCD award every year since 1992 i.e. for 27 years, including in those years when the STPCD was different to the STRB.
- This arrangement was sought by members of the Joint Negotiating Committee for Teachers (the JNC) and has been protected by them over many years.
- In 2018, the Secretary of State published in the STPCD his decision to graduate the pay award for teachers, to apply:
 - i) a 3.5% uplift to the statutory minima and maxima of the main pay range and of the unqualified teachers' pay range.
 - ii) a 2% uplift to the statutory minima and maxima of the upper pay range, the leading practitioner pay range and all allowances across all pay ranges.
 - iii) a 1.5% uplift to the leadership pay ranges (including headteacher groups).

- As it had previously, the Department paid teachers in line with this decision in the STPCD.
- Following a ballot of members in July 2019, the NAHT led its members in industrial action short of strike over the implementation of the pay award in 18-19 as they considered that the STRB recommendation should have been implemented, rather than the STPCD as stated in the Department's policy and teachers' contracts.
- Despite receiving exactly the same settlements as teachers on the Isle of Man for 2018-19, there is no industrial dispute raised by any of the teaching unions in England or Wales about the same pay award.
- Meetings took place with NAHT in Sept 2019 and this resulted in a 10-point agreement, including a commitment to engage in pay discussions with all four teaching unions regarding pay.
- These meetings took place in early November 2019. During the talks, DESC repeatedly stated its willingness to approach Treasury with a business case for additional funding and outlined a number of possible proposals which could have been put forward by DESC.
- The meetings ended with an agreement from both sides to provide additional information ahead of a fifth day of talks. The Department forwarded the requested information. Two days before the fifth date, DESC had still not received the information from unions (details and costings for their pay proposal), seemingly as the result of some mis-communication on behalf of the trade unions. As a result the meeting date was postponed and re-scheduled a week later, subject to the requested information being provided. The trades union side declined this meeting.
- DESC has still not received a firm counter-proposal from the three trade unions. The only proposal received from NASUWT, NAHT and ASCL states a desire for STPCD + $X\%$, with no value accorded to X .
- DESC has offered binding arbitration to resolve the dispute on several occasions but the trade unions have declined this.
- All parties have agreed to refer the issue to the Manx Industrial Relations Service. A meeting was scheduled with MIRS, by NASUWT, NAHT and ASCL on 16th January to which DESC and NEU were not invited.
- Ballots for strike action and action short of strike continued during this time by these three the teaching unions.

- NEU approached MIRS and arranged a separate meeting with officers from DESC on 15th January. At this meeting, an agreement was reached that would see all Isle of Man teachers move to the London Fringe Area pay range, retaining the link to the School Teachers' Pay and Conditions Document (STPCD). Under the agreement the two lowest teaching pay scales will also be removed.
- Trade unions have argued that they consider pay erosion for teachers, when compared to other pay groups, is as great as 30%. The Department's figures demonstrate that, when the significantly higher pension contributions by civil servants has been accounted for, the 'pay erosion' for teachers, when compared to PSC, over the last ten years is approximately 1.23%.
- When added to last year's pay increase of 2.75%, the approximate 2.5% uplift from a move towards the fringe ranges and a much-anticipated above-inflation award, within the STPCD for 2020, this 2-year deal could easily lead to an increase of 8-9% over 12 months.
- NEU is currently seeking the support of its members for this deal.
- Teachers on the Isle of Man also benefit from a range of other advantages including a preferential tax regime, a final salary pension scheme (career average in the UK); no SATS; no league tables; no Ofsted; personal laptops; preferential pupil teacher ratios compared to UK; golden hello payments; wellbeing events for Headteachers etc.
- The Department has still received no firm, costed proposal indicating what the three trade unions are hoping for, with regards to pay.
- The Department has made numerous proposals to resolve this dispute to the unions who have balloted for industrial action. The Department has made offers of binding arbitration regarding 2018/2019 pay recommendations which have been refused by the unions.
- The three unions who have balloted for industrial action and did a presentation to Tynwald members did not mention that the Department had offered pay proposals to end this dispute, they did not tell Tynwald members that we had offered binding arbitration and that they had refused it.
- The three unions who have balloted for industrial action did not put on the ballot paper that the Department had made offers to end this dispute or that we had offered binding arbitration.
- I hope the three unions will put the offer negotiated by the National Education Union to their members before they take any industrial action. This offer will see new teachers start on nearly £6,000 more

than previously and it will also see all other teachers including senior leaders receive at least £1,000 a year more.

- The Department has taken steps to try and avoid industrial action which will affect both our valued teachers and our children's education.

The pay differential of London fringe if applied on Island would be as follows:

	Current	Fringe	
	Annual	Annual	Difference
M1	£24,373	£25,543	£1,170
M2	£26,298	£27,468	£1,170
M3	£28,413	£29,581	£1,168
M4	£30,599	£31,775	£1,176
M5	£33,010	£34,179	£1,169
M6	£35,971	£37,152	£1,181
U1	£37,654	£38,797	£1,143
U2	£39,050	£40,189	£1,139
U3	£40,490	£41,635	£1,145
			£1,162

	Range of spine points	Proposed STPCD London Fringe Salary range (1 Sept 2019 to 31 Aug 2020)	Current STPCD salary range (1 Sept 2019 to 31 Aug 2020)
1	L6 – L18	£47,592 - £62,932	£46,457 - £61,808
2	L8 – L21	£49,940 - £67,648	£48,808 - £66,517
3	L11 – L24	£53,775 - £72,718	£52,643 - £71,590
4	L14 – L27	£57,714 - £78,170	£56,579 - £77,048
5	L18 – L31	£63,562 - £86,104	£62,426 - £84,976
6	L21 – L35	£68,325- £94,859	£67,183 - £93,732
7	L24 – L39	£73,446 - £104,455	£72,306 - £103,334
8	L28 – L43	£80,880 - £115,188	£79,748 - £114,060