

## Key Facts

- Isle of Man teachers are paid the same as those in England and Wales.
- Their annual pay awards are determined off island by the Secretary of State in the UK.
- The overwhelming majority of DESC teacher contracts make this arrangement very clear.
- The annual pay awards for teachers on the IOM, which is published in a document called the School Teachers Pay and Conditions Document (STPCD), has been implemented every year in exactly the same way since **1992**.
- Head Teachers on the Isle of Man earn between £55,202 and £104,368 depending on school size.
- On the Isle of Man Head Teachers are between £2,627 and £12,949 better off than their UK counterparts.
- Further advantages for teachers working on the IOM include no Ofsted inspections, better teacher/pupil ratios and unlike their UK colleagues, they still have access to a final salary pension schemes.
- Currently 75% of DESC teachers are paid on the upper pay spine ie earning from £37,654 to £40,490 per annum.
- The Isle of Man Government looks forward to engaging with all four unions through the Manx Industrial Relations Service (MIRS) and is open to meeting at any time to find a swift resolution.