

**Private and Confidential**

To all Teachers

Thursday 11 January 2024

Dear Colleague

**Re: Pay Award 2024, 2025 and 2026**

As we enter a new term, I would like to express my appreciation to all teachers for your continued hard work to educate the Island's children and to send my best wishes for the New Year.

I am writing to update you on our current pay position and hope that within 2024 we can look to find a way to move forwards.

The States Employment Board is committed to the collective bargaining process, and we do not wish to take action that undermines this.

We also want to act in a way that respects both the NASUWT (National Association of Schoolmasters Union of Women Teachers) majority, who wish to implement the most recent offer, and the NEU (National Education Union) majority, who do not wish to accept the offer (as evidenced in the recent ballots). We also want to respect the autonomy of any teacher who is a member of both or of neither union(s).

The following formal offer (**Offer**) was made to all Teachers who were in employment on 31 December 2023:

**2024**

- *8.0% consolidated increase in pay; and*
- *A one-off payment of £1,000.00 – non-consolidated*

The 8% consolidated increase is a pay increase that would apply to all levels of the Teachers' pay scale along with additional allowances. **Appendix A** demonstrates what this 8% increase would look like for all staff.

The £1,000 non-consolidated payment is a one-off, non-pensionable payment made to all teachers who were employed on 31 December 2023.

Supply Teachers employed on 31 December 2023 and who have worked as a Supply Teacher within the 12 weeks up to 01 December 2023 will be entitled to a prorated amount. This payment will also be prorated for those Teachers who worked part-time or started part way through the year.

In return for this payment, NASUWT will give the Employer 14 days' notice of any future industrial action.

## 2025

- *a guarantee of September 2024 RPI – consolidated or 2.0%, whichever is greater*

A pay increase in line with September 2024 RPI or 2%, whichever is the larger percentage, to be added to all levels of the Teachers' pay scale along with additional allowances.

## 2026

- *a guarantee of September 2025 RPI - consolidated or 2.0%, whichever is greater*

### **A way forward**

As we do not hold information about whether any teacher is a member of the NASUWT or NEU (or of both unions) or is not a member of a Union, we are in the position of needing to write to all Teachers to ascertain who has accepted the Offer.

With the NASUWT ballot being in favour of implementing the Offer, we propose that the Offer will be applied to those employees who are in acceptance. The Employer confirms that the £1,000.00 non-consolidated payment, in addition to the 8.0% uplift, would be paid on the last working day of February 2024.

### **If you wish to accept the Offer**

If you wish to accept the Offer, you do not need to take any action and the pay award will be made to you. Acceptance of the Offer by any Teacher confirms that an agreement has been reached, ending the dispute. For clarity, those Teachers who accept the Offer would be unable to engage in any industrial action relating to pay in each of 2024, 2025 and 2026.

### **If you do not wish to accept the Offer**

To enable us to implement the Offer for those who have accepted it, we ask that any Teacher who does **not** wish to accept the Offer should confirm, via email to [reward@gov.ie](mailto:reward@gov.ie) that you **do not wish to accept the Offer** no later than noon on Thursday 1<sup>st</sup> February 2024.

If you do not confirm that you do not wish to accept the Offer by this date but tell us shortly afterwards, we will ensure that this is actioned. In either case, you will remain on 2023 pay scales until further discussions with the NEU have taken place.

For clarity, no payment in relation to the Offer would be paid to those Teachers who expressly do not accept. Their corresponding legal right to participate in industrial action in relation to pay would remain.

If you do not state that you wish to reject the Offer but then later decide to participate in industrial action in respect of pay (i.e., in respect of the period to the end of 2026), your salary would be adjusted accordingly (i.e., with the uplift removed). Any later rejection will mean that the £1,000 will be reclaimed from salary.

For the avoidance of any doubt, unless you advise the Employer that you do not wish to accept the Offer by the above date, your acceptance of payment will be deemed to constitute an agreement in respect of the Offer.

If you have any questions on any of the above, please contact your union representative or [reward@gov.je](mailto:reward@gov.je).

Yours sincerely

A handwritten signature in black ink, appearing to read 'Elaine Millar', written in a cursive style.

Elaine Millar

**Vice Chair, States Employment Board**

**Cc: NASUWT, NEU**

General Teachers & Highlands Lecturers						
People Link Grade/ Increment	2022 Annual Rate 2.90% (wef 01/01/22)	2022 Supply Rate 2.90% (wef 01/01/22)	2023 Annual Rate 7.90% (wef 01/07/23)	2023 Supply Rate 7.90% (wef 01/07/23)	2024 Proposed 8.00%	2024 Proposed 8.00%
<b>TCH1 1 - Unqualified</b>	£35,114.84	£153.07	£37,888.91	£165.16	£40,920.03	£178.38
TCH1 2	£39,144.74	£170.63	£42,237.17	£184.11	£45,616.15	£198.84
TCH1 3	£41,680.77	£181.69	£44,973.55	£196.04	£48,571.44	£211.72
TCH1 4	£44,220.13	£192.75	£47,713.52	£207.98	£51,530.60	£224.62
TCH1 5	£45,515.33	£198.40	£49,111.04	£214.07	£53,039.92	£231.20
TCH1 6	£46,818.31	£204.08	£50,516.96	£220.20	£54,558.32	£237.82
TCH1 7	£48,122.39	£209.77	£51,924.06	£226.34	£56,077.98	£244.45
TCH1 8	£49,423.15	£215.43	£53,327.58	£232.45	£57,593.79	£251.04
TCH1 9	£50,721.68	£221.10	£54,728.69	£238.56	£59,106.99	£257.65
TCH1 10	£52,024.66	£226.78	£56,134.61	£244.69	£60,625.38	£264.27
TCH1 11 - U1	£53,307.43	n/a	£57,518.72	n/a	£62,120.22	n/a
TCH1 12 - U2	£54,421.48	n/a	£58,720.78	n/a	£63,418.44	n/a
TCH1 13 - U3	£55,529.31	n/a	£59,916.13	n/a	£64,709.42	n/a
TCH1 14 - U4	£56,643.89	n/a	£61,118.76	n/a	£66,008.26	n/a
TCH1 15 - U5	£57,754.30	n/a	£62,316.89	n/a	£67,302.24	n/a

People Link Grade/ Increment	2022 Annual Rate 2.90% (wef 01/01/22)	2022 Hourly Rate 2.90% (wef 01/01/22)	2023 Annual Rate 7.90% (wef 01/01/23)	2023 Hourly Rate 7.90% (wef 01/01/23)	2024 Proposed 8.00%	2024 Proposed 8.00%
<b>AE T 1 - Adult Education Tutor 1</b>	£52,024.66	£45.36	£56,134.61	£48.94	£60,625.38	£52.85
<b>AE T 2 - Adult Education Tutor 2</b>	£36,418.04	£31.75	£39,295.07	£34.26	£42,438.67	£37.00
<b>AE T 3 - Adult Education Tutor 3</b>	£29,133.81	£25.40	£31,435.38	£27.41	£33,950.21	£29.60

Supplementary Allowances (Management allowances paid to a teacher for taking on management responsibility within a school)				
People Link Pay Element Perm/ Temp	Allowance	2022 Annual Rate 2.90% (wef 01/01/22)	2023 Annual Rate 7.90% (wef 01/01/23)	2024 Proposed 8.00%
2126,2312,2315,2321	SA1	£2,800.18	£3,021.39	£3,263.1005
2129,2318,2324	SA2	£5,131.99	£5,537.42	£5,980.4109
2132	SA3	£7,482.70	£8,052.25	£8,696.4279
2135	SA4	£10,262.87	£11,073.64	£11,959.5284
2138	SA5	£13,080.83	£14,092.64	£15,220.0464
2141	SA6	£16,798.61	£18,123.54	£19,573.4256

Additional Allowances				
People Link Pay Element	Detail	2022 Annual Rate 2.90% (wef 01/01/22)	2023 Annual Rate 7.90% (wef 01/01/23)	2024 Proposed 8.00%
2081	Brevet Ret	£198.86	£214.35	£232
2078	Brevet	£1,174.23	£1,266.99	£1,368