

DON'T SPEND YOUR PAY AWARD YET!

The **2019 Pay Award** recommended by the School Teachers' Review Body (see the article below) has yet to be ratified by Parliament and we are all aware that it is tied up with other issues - the bodged Brexit and a possible General Election. Meanwhile in blatant electioneering the new Chancellor of the Exchequer, Sajid Javid, pictured here, is merrily throwing billions at future education funding and teachers' pay increases (see the article on page 2), the NHS and nurses pay as well as the Police and Fire Services. All very cynical after a decade of Austerity has deprived public services of funding to such an extent that they cannot provide sufficient services to meet the demand for them. Until the School Teachers' Pay and Conditions Document (STPCD) has Parliamentary approval schools cannot adopt a Whole School Pay Policy for this academic year so don't go spending your pay increase on future cruises just yet!



✓	Checklist for the start of term
✓	Teachers in new posts - Have you had a contract and does it have the correct information?
✓	Fixed Term Contracts - Have you had your contract and been made aware of notice periods?
✓	Part Time Staff - Have you agreed your Directed Time? Are you clear what events you are attending and when?
✓	Directed Time - Have you had a school calendar and directed time calculation?
✓	NQTs - Have you got 10% PPA plus 10% NQT time?
✓	Job Descriptions - Do you have an accurate job description?
✓	Annual Statements - All teachers should receive an annual salary statement confirming their salary point and any TLR or SEN payments.
✓	Performance Management - New in post? Have you got the paperwork from your last position? You will need this so that your new employer can progress your pay.

WELCOME BACK TO THE NEW ACADEMIC YEAR!

Last year was one of the busiest we have ever known for dealing with members' problems in Wirral. Your local caseworkers helped members with pay appeals, sickness absences and returns to work, misconduct, disciplinary and capability procedures, grievances, equality, discrimination, harassment and health & safety issues and a host of other contractual and conditions of service problems as well as the initial consultations required in redundancy situations. Local NASUWT caseworkers are lay officials employed by Wirral schools or the Wirral Local Authority and are members of the union. The union employs Regional Officials at the North West Regional Centre in Appley Bridge, near Wigan, who deal with more serious cases for members. If you find yourself in need of assistance you should contact the **Member Support Advice Team** as soon as possible and if necessary they will refer you to the Local Secretary, Anne Rycroft, or the Regional Centre.

Anne has worked very hard since taking over as the Wirral Local Secretary to establish a network of School Representatives who have had training from the union and can deal with most day-to-day issues that arise in schools. If your school doesn't have a **NASUWT Rep** perhaps you could be it? Contact Anne or come along to a local meeting to learn more.

THE SCHOOL TEACHERS' REVIEW BODY'S REPORT ON TEACHERS' PAY FOR 2019

The pay award for school teachers was announced at the end of the Summer Term when everyone was concerned more about breaking up for the school holiday. The outcome of the STRB Report and the Secretary of State's response is subject to statutory consultation and disgracefully once again this will be conducted while teachers and headteachers are on their summer break. Whilst an above inflation pay award of 2.75% is welcome, there is still much more to be done by Government to close the significant teachers' pay gap which is making teaching uncompetitive with other comparable graduate professions. The then Secretary of State for Education, Damian Hinds, once again undermined the Review Body's recommendation that this award should be across all pay ranges and allowances, by choosing to specify that this is an uplift on the maxima and minima of pay ranges. Most teachers are not on the maxima or minima of the pay ranges and once again it appears that employers are being encouraged actively by Government to use their discretion to deprive the majority of teachers of any pay award at all.

The Secretary of State announced that a teachers' pay grant will be made as a contribution towards payment of the award but once again has failed to ring fence this, meaning there is no guarantee that the funding will be used for teachers' pay. Last year there was widespread abuse of this grant by too many schools, using it to fund anything but teachers' pay. Once again, the Review Body has highlighted the deteriorating state of teacher supply, pointing out that teacher retention rates have continued to worsen, including now for experienced teachers, the targets for new teacher recruitment were missed by Government again last year, retention rates for headteachers have fallen and there has been a steady decline in the teachers' pay framework, which is a significant contributor to teacher supply difficulties.

Despite this clear evidence of the deep and continuing problems, the Secretary of State continued to pursue the same flawed policies which have created the worst teacher recruitment and retention crisis in this country since World War II. Teachers and the children and young people they teach deserve better. Employers should be under no illusion that having received a Teachers Pay Grant and given that there are £4.1 billion in reserves across the school system, the NASUWT will challenge any employer who seeks to deprive any member of the recommended pay award.



Out with the old one

DEFEND YOUR CONTRACTUAL RIGHTS TOGETHER

- You are contracted and paid for working **1265 hours over 195 days** of the school year. The School Calendar is based on this number of days. You should have been consulted about this last term.
 - **5 days** are used for School Development Days (SDDs) and INSET for your Continuing Professional Development (CPD). Pupils are in school for 190 days.
 - Your Headteacher can reasonably "direct" what you do during the school day, **excluding your dinner break**, and must provide staff with a "**Directed Time Budget**" showing the hours you work. *Lunchtime Supervisors are employed to oversee pupils at the dinner break.*
 - All teachers must have timetabled non-contact time with a **minimum of 10% PPA time** shown on your timetable. *Teacher trade union representatives are entitled to additional non-contact time to fulfil their roles.*
 - **You should not be covering** as a matter of routine. *Cover Supervisors and Supply Teachers are employed to do this.* Teachers only cover for absent colleagues in exceptional circumstances.
 - Teachers do not carry out **Examination Invigilation**. *Exam Invigilators are employed to do this.*
- 
- 
- In addition to your timetabled teaching time your Head teacher can require you to attend **ONE meeting a week** which must be time limited and have an agenda and published minutes. *You cannot be required to take the minutes.*
 - You can be directed to attend up to **SIX Parent Consultation meetings** after school during a week when no other meetings should take place. You cannot be directed to attend any other types of events, e.g. Prize or Awards Evenings, Drama and Music Productions, School Fêtes, etc. *These are all voluntary activities.*
- Meetings and all other school activities and trips during the Academic Year should be produced in advance in your annual **School Calendar**. *You must have received your Directed Time Budget and School Calendar at the start of the Autumn Term.*
 - **Annual Pay Notices** should be issued to all teachers this half term. Annual Pay Progression up the pay scales is automatic on successful completion of Performance Management targets and you can appeal if you are not given it. *This is explained in your Whole School Pay Policy.*
- 

The New Secretary of State for Education

Gavin Williamson is the Secretary of State for Education in Boris Johnson's Cabinet. He has been the MP for South Staffordshire since 2010 and he keeps a pet tarantula named Cronus on his desk in the House of Commons. He was formerly the Chief Whip and then the Defence Secretary and sacked from the National Security Council over the leak of confidential discussions over the role of Chinese firm Huawei.



In with the new one!

The new Education Secretary faced immediate calls to address the teacher recruitment and retention crises. 15,593 new teachers will be needed in the next three years and at the start of this term the new man has announced a pay increase for all teachers with starting salaries increasing from £23,720 to £30,000 p.a. by 2022-23 which might solve the recruitment problem. Increases to the pay for classroom teachers are long overdue, following almost a decade of pay erosion which has left teachers' pay falling further behind the pay of other graduates.

Urgent action is needed now and teachers will be disappointed that any increases will not take effect until 2023. Whilst improvements to teachers' starting salaries are necessary, schools are also facing a huge problem in respect of the retention of experienced teachers. With two-thirds of teachers seriously considering leaving the profession, the Government must also ensure that improvements in the pay of all teachers, including experienced teachers, are made.

A MESSAGE FROM THE WIRRAL LOCAL SECRETARY

You should have received at your home address before the start of term a letter from Anne Rycroft with Meeting Dates for this Academic Year, Calling Notices for Local Officer and Executive Elections and information about the NASUWT Annual Conference 2020 in Birmingham. We have to send this by mail to comply with trade union legislation and some members have not provided the union with a private email address. If you have not received this information please inform Anne by email: annerycroft@gmail.com and she will provide it for you. The Wirral NASUWT Newsletter is distributed by email to members who have provided the union with an email address, whether this is a private one or your school email. Please remember to update your details with the union if you have changed schools or moved to a new address. You can do this online or call Membership on 0121 453 6150.



AUTUMN TERM MEETINGS

- **Thursday 3rd October**
Local Executive Committee & School Reps' Meeting
4.15-5.30 pm at
Gilbrook Special School
Woodchurch, CH49 5HD
 - **Thursday 7th November**
Autumn Term General Meeting & Long Service Awards
4.00-5.30 p.m.
The Chimneys Pub & Restaurant
Hooton Green, CH66 8ND
- All members are welcome to attend. A Bar Meal is provided for everyone who does!

NASUWT

The Teachers' Union

**MEMBER SUPPORT
ADVICE TEAM**

The dedicated number for all members to access help and advice. Calls are free from all landlines and mobile phone networks:

03330 145550

Members can also e-mail to:
advice@mail.nasuwat.org.uk

NASUWT
The Teachers' Union

If any member would like to contribute to the **Wirral Association NASUWT NEWSLETTER**, please contact Mick Robinson. Mob: 07739422181 or E-mail: mickrobinson@nasuwat.net. Members are asked to share the **NEWSLETTER** with colleagues on your NASUWT Noticeboard.

Visit the Wirral NASUWT website
www.wirralassociationnasuwat.org