

into



Irish National Teachers' Organisation
Cumann Múinteoirí Éireann

Workload and Pay Offer

Offer by Management to Trade Union Side of the Teachers' Negotiating Committee addressing Teachers' Pay and Workload

Dear Colleague

On Wednesday, 8 April 2020, Management side, at a meeting of the Teachers Negotiating Committee (TNC), formally presented a long overdue offer to Trade Union Side addressing the long running dispute on Teachers' Pay and Workload.

This offer is subject to agreement by each of the five teaching unions that make up the Northern Ireland Teachers' Council.

If ratified, the agreement will give effect to a pay increase for teachers in the north of Ireland of 2.25% from September 2017 and 2% from September 2018. The terms of this offer, if accepted, would be backdated to September 2017 and September 2018 respectively. The deal also includes measures to decrease workload.

While INTO will be publishing the deal on our website alongside a number of explanatory documents, a Joint

Communication 'Agreement between Management and the Trade Union Side of the Teachers' Negotiating Committee' (TNC) will be sent along with an agreed letter of explanation through C2K to all teachers. This Joint Communication will allow all teachers to read the full detail of the deal. **The Northern Committee of INTO, following careful consideration, have recommended that members accept the terms of the agreement in its entirety.**

Given the unprecedented situation that we all find ourselves in due to COVID-19, it has proved impossible to put in place a postal ballot. However, in an attempt to fully garner the views of INTO members in relation to the offer, INTO will put in place an online poll. If members are to take part in this poll, it will be necessary for INTO to have an up-to-date email address and mobile phone number. To this end, members are urged to ensure that the INTO has their up to date contact details.

Kevin Daly, INTO Northern Committee Chair

Gerry Murphy, Northern Secretary

Teachers' Pay

This offer provides the following immediate changes to teachers' pay

With effect from 1st September 2017

- a 2.25% cost of living pay award will be paid to all teachers; and
- teaching allowances will be increased by 2.25%.

With effect from 1st September 2018

- a further 2% cost of living pay award will be paid to all teachers; and
- teaching allowances will be increased by 2%

Next steps

This agreement represents a move away from pay caps/ freezes.

INTO anticipates that negotiations for additional pay awards for 2019/20 and 2020/21 will begin immediately this deal is concluded.

All additional pay, including back pay, will be pensionable and will therefore represent an increase in Final Salary and Career Average Pension and deductions.

Worked Example

Point UPS3

1st Sept 2016 – salary £37,870 pa will receive the following increase:

- 1st Sept 2017
– revised salary = **£38,723**
- 1st Sept 2018
– revised salary = **£39,498**

If the pay award is included in May 2020 pay, the gross pay for that month will be **£6,857.83**. This is comprised of **£3,291.50** gross salary plus **£3,566.33** arrears for the period 1st September 2017 – 31st May 2020

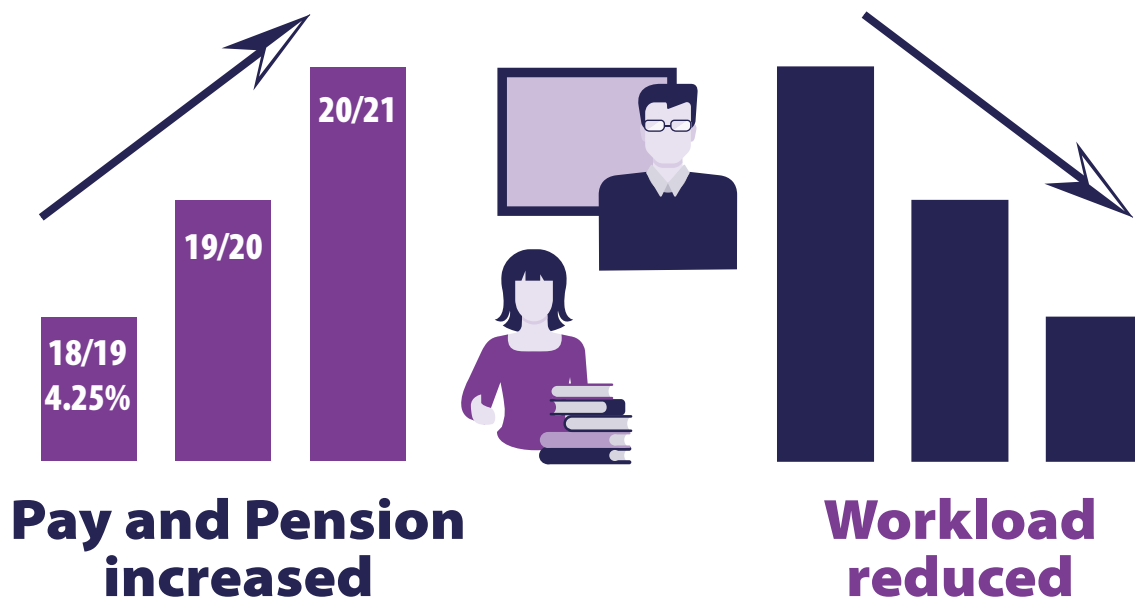


Effect of proposed salary uplift for a teacher	
Age of Teachers	Increase in salary earned over remainder of career
25	To be worked out re: incremental pay (Assuming 12 years experience and being paid at UPS3)
35	£52,064
45	£35,794
55	£22,003

Effect of proposed salary uplift for a newly qualified teacher	
Possible length of Career	Increased salary earned based on the proposed salary uplift
20 years	£29,208
30 years	£45,488
40 years	£61,768

Effect of proposed salary uplift on the Leadership Scale over the course of a career		
Point on Leadership Scale	Additional earnings over 10 years	Additional earnings over 20 years
L11	£21,250	£42,500
L14	£22,840	£45,680
L18	£25,200	£50,400
L21	£27,120	£54,240
L27	£31,419	£62,820
L31	£34,650	£69,300

Example of potential backdated pay for Substitute Teachers		
Scale Point	Number of days worked over the period covered in the pay deal (September 2017 – June 2020)	Total potential backdated pay due
M3	300	£1398
UPS1	300	£1898



Our goal is to secure increased pay and reduced workload for our members

Workload

This offer provides the following immediate changes to workload

Directed Time

- 10% of teachers' Directed Time budget will be allowed for Planning, Preparation and Assessment (PPA). This means that 126 hours of a teachers 1265 hours **must** be given over to PPA.
- Meetings will be scheduled at the beginning of the school year, published for the academic year and accommodated within Directed Time budgets. Meetings are limited to one per week for a maximum of one hour. A clear agenda should be provided in advance.
- SENCOs must have dedicated time to meet the requirements of their role, proportionate and appropriate to the needs of the pupils in the school.

Initiatives

- All new initiatives must be consulted on and workload assessed though an agreed framework. All new initiatives must be related to the School Development Plan and properly resourced and funded.
- Current assessment arrangements will remain unchanged pending the outcome of the Review of Assessment. This is a direct result of successful INTO led action against a system that is not fit for purpose.

- PRSD is the agreed mechanism for internal formal evaluation of teacher performance and activities related to PRSD must be accommodated within Directed Time budgets.

Education and Training Inspectorate (ETI)

- ETI will not increase inspection activity.
- Inspections of schools will not be determined, in itself, by whether or not they participated in Industrial Action.
- A school will receive the name of the inspection team on notification of an inspection.
- Clarification has been agreed on the information and documentation required by ETI from schools.

Health & Wellbeing

- Schools to use one School Development Day to promote teacher health and wellbeing in 2020-21

Measures to be progressed urgently

Reviews in Nine Key Areas

A dedicated Working Group, half of which will be from the Teacher Trade Unions, will be established to take forward the reviews with the first six beginning immediately and running concurrently.



Employment Model for Teachers

- This review will develop a more flexible employment model. In agreed circumstances this will allow for a consistent, timely and flexible redeployment of teachers from school to school.



Temporary and Substitute Teachers

- This review of the employment arrangements and systems support for substitute and temporary teachers is aimed at securing better conditions for substitute teachers working through NISTR and those on fixed term contracts.



Review of Workload Agreement

- This review of the 2011 Workload Agreement is aimed at easing teacher workloads without compromising the overall level of support available to pupils.
- Use and effectiveness of 'Baker' and School Development Days.



Workload Impact on School Leaders

- The review will recommend alternative approaches aimed at easing Administrative/Teaching Principal and Vice-Principal workloads without compromising the overall level of support available to pupils.



Workload Associated with Special Educational Needs (SEN) Provision

- This is a review of the end to end administrative processes associated with special educational needs provision with a particular focus on the statementing process.
- This review will address the relationships between Sen providers & teaching practitioners.



Review of Accountability Framework

- The role of the ETI will be included in this review
- A review of the accountability and governance framework within the education sector to deliver an accountability framework which will support improvement.



Review of Consultation Arrangements – Management and Teaching Unions

- Joint Consultative Committees will be established immediately in a small number of schools, as a pilot scheme, to support positive industrial relations. Staff side on such Committees will be made up of elected school Trade Union Representatives. A positive evaluation of the pilot scheme will lead to fully resourced JCCs being established in all schools.
- Recommendations for consultative frameworks, their implementation and supporting arrangements at both central and local, school-based levels with the aim of promoting positive industrial relations.



Review of Statutory Assessment at Key Stages 1, 2 and 3

- A review to undertake a strategic assessment of current arrangements and produce policy proposals and recommendations to support the development of fit for purpose arrangements for Key Stage assessment.
- To benchmark against best practice approaches followed internationally.



Review of Initiatives to Promote and Support Teacher Health and Wellbeing

- A survey of the teaching workforce to inform recommendations joint Management/NITC review to produce recommendations for a new/revised approach which actively promotes teacher health and wellbeing.

