

GM/MOS

28 April 2022

**To: INTO Members**

Dear Member

**NITC Pay Campaign: Member Update**

Phase 1 on the pay campaign has concluded with the public meetings having all taken place. We have succeeded in making it an election issue, with each party having been contacted directly on the issue or having sent representatives to attend the public meetings and hear teachers' anger. It is also the case that we have succeeded in getting undertakings from a number of parties directly that they will raise the issue of resolving teachers' pay in the political talks which will inevitably follow the election. These were the two objectives we set ourselves when we embarked on this phase of the NITC Pay Campaign. Please see the links at the bottom of the page, to each of the five main political party's manifestos. Further communication will be had with the political party's next week prior to the election and we hope to see big turn outs of teachers at the May Day [parades](#) in both Belfast and Derry on Saturday of this week to further publicise our claim for a fair wage.


In the meantime, the NASUWT have embarked on solo industrial action, short of strike. The NASUWT are entitled to pursue their objectives as they see fit. It is the case, a fact, that the Department of Education and the employing authorities are not in a position to negotiate with them as our collective bargaining arrangements only allow for negotiations to take place with the NITC therefore the NASUWT are engaging in industrial action with no forum available to them for reaching a resolution other than coming back to the NITC.

The magnitude of the pay settlement we now require given the inflationary situation we find ourselves in is such that the one-year budget available to the Department of Education and the existing NI Public Sector Pay Policy make it impossible for the current Minister to reach a deal with the NITC, even if she was so inclined. A settlement acceptable to INTO members and those of the other NITC member unions, who collectively represent the vast majority of teachers, is so far beyond the 1% cap effectively imposed by Public Sector Pay Policy that only a sitting Executive has the authority to approve it. As you are aware there currently is not an Executive in place. This means no amount of industrial action at this time is capable of delivering the settlement we require. The strategy we have embarked upon

remains in the view of the INTO's Northern Committee and the NITC the only realistic pathway to a decent and fair pay rise for teachers.

Should it be the case that we are unsuccessful in achieving a decent and fair pay rise post the election INTO will with your approval, as expressed in a ballot and Central Executive Committee endorsement, proceed down the pathway to industrial action. And if INTO is forced to take this path we will not be entering into it in a half-hearted and tokenistic fashion. Industrial action, if necessary, will be system wide and designed to grind the school system to an immediate and complete stop. We expect that should that prove necessary we will have the support of our NITC sister unions and every INTO member.

We will of course keep you updated as events unfold in the time ahead.



**MARIE O'SHEA**  
Northern Committee Chair



**GERRY MURPHY**  
Northern Secretary

**Five main political party's manifestos:**

[ALLIANCE](#)

[DUP](#)

[SDLP](#)

[SINN FEIN](#)

[ULSTER UNIONIST PARTY](#)