

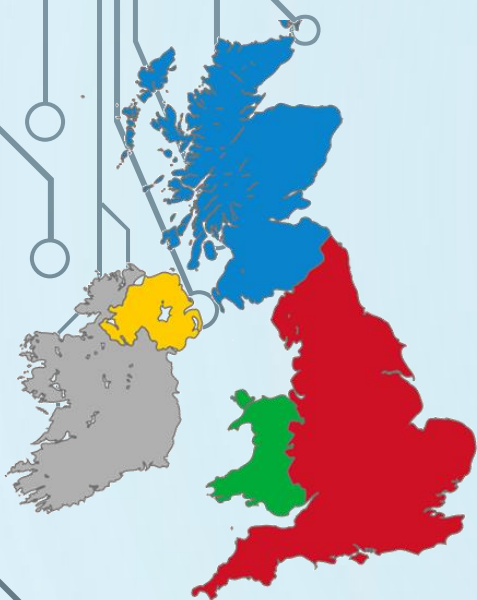


into



Irish National Teachers' Organisation
Cumann Múinteoirí Éireann

INDUSTRIAL ACTION



Nothing Compares...

2 UK

	England	Wales	Scotland	N. Ireland	YEARLY LOSS	DAILY LOSS (on 195 days)
Starting Pay	£30,000	£30,742	£32,217	£24,137	£8,080	£41.44
M6 (EQUIVALENT)	£41,333	£42,466	£48,516	£35,277	£13,239	£67.89
UPS3 (EQUIVALENT)	£46,525	£47,340	£48,516	£41,094	£7,422	£30.06

WHY ARE WE TREATED DIFFERENTLY?


The figures say it all!

#PAYPARITYINEDUCATION

English and Welsh Scale	England (outside London/Fringe)		Inner London		Wales		Scottish Scale	Scotland			Northern Ireland
	2022-23	2023-24	2022-23	2023-24	2022-23	2023-24		from 01/04/2022	from 01/04/2023	from 01/01/2024	No Increase since September 2020
M1	£28,000	£30,000	£34,502	£36,745			M0	£30,081	£31,584	£32,217	M1 £24,137
M2	£29,800	£31,737	£36,141	£38,491	£29,278	£30,742	M1	£36,090	£37,896	£38,655	M2 £26,045
M3	£31,750	£33,814	£37,857	£40,318	£31,630	£33,212	M2	£38,139	£40,047	£40,848	M3 £28,139
M4	£33,850	£36,051	£39,655	£42,233	£34,067	£35,771	M3	£40,353	£42,372	£43,218	M4 £30,305
M5	£35,990	£38,330	£41,892	£44,615	£36,749	£38,587	M4	£42,915	£45,060	£45,960	M5 £32,693
M6	£38,810	£41,333	£44,756	£47,666	£40,443	£42,466	M5	£45,300	£47,565	£48,516	M6 £35,277
U1	£40,625	£43,266	£49,320	£52,526	£41,927	£44,024					UPS1 £38,216
U2	£42,131	£44,870	£51,743	£55,107	£43,481	£45,656					UPS 2 £39,630
U3	£43,685	£46,525	£53,482	£56,959	£45,085	£47,340					UPS 3 £41,094
Leadership							Leadership				
Minimum	£44,305	£47,185	£52,676	£56,100	£45,725	£48,012	Minimum	£56,016	£58,818	£59,994	£41,884
Maximum	£123,057	£131,056	£131,353	£139,891	£127,000	£133,350	Maximum	£105,210	£109,209	£110,808	£117,497

Frequently Asked Questions

- *How much does a half day strike cost me?*
£30 to 50, more for those on supply.
- *Is it a break in contract?*
NO, it's a legitimate pause in service.
- *How much does our current disparity in pay cost me?*
Between £30 to £67 (based on working days)
- *Will striking make any difference when we have no government?*
Yes, as it keeps our struggle to the fore and when the Assembly reconvenes, **education must be top of the agenda.**
- *Does strike action impact on my pension?*
A negligible amount, between £1 - £2 from your contributions.



“The message is loud and clear –
education deserves better.”



- Why would a newly qualified teacher, with thousands of pounds of student debt, work here when in Scotland or in the South their starting salary is immediately £8,000+ higher!
- Look at your payslip and look at your funding – think about the impact this is having on you.
- Children are bearing the brunt of cuts to resources and safe suitable buildings to be educated in. Where is the child in all of this?
- Strike action is not convenient for anyone – it feels awkward and on some levels, it is uncomfortable. However, we will strike for our profession, for our colleagues, for our pupils and most importantly for the sustainment and security of our education system in NI.
- Someone has to be the voice for education and we are saying enough is enough.

WHY DO WE NEED TO STRIKE?



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In England

- It took **7 Full Days** Strike Action to win their pay increase.
- Starting Salary is now **£30,000**.

In Scotland

- It took **8 Full Days** of Strike Action to win their pay increase.
- Starting Salary **£32,217**

In NI

- We have taken **1.5 Days** of strike action so far.
- Our starting Salary is currently **£24,137**
- **If we want changes what has worked across the water?**

IMPACT OF STRIKE ACTION



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Very little – any loss would probably be between £1 and £2.50 a year at most for each day of action taken. All serving teachers are now building up pension in the career average scheme. Your pension is $\frac{1}{57}$ of whatever is earned during each scheme year (from 1 April to 31 March), which is then indexed until retirement. So, you simply lose the pension you would build up for each day you take strike action.

For example, if your pensionable salary is £36,000 each day of strike action will reduce your pension by just £1.73 a year – and varies in proportion to earnings.

During the period of strike, neither the employer nor the employee makes a pension contribution as you are not paid for this period.

A scheme member (someone who pays in at the normal rate) will “bank” into their career average pension pot, $\frac{1}{57}$ th of their total actual pensionable earnings in the period from 01 April to 31 March. The amount “banked” in a day would essentially be the calculated daily rate/ $\frac{1}{57}$.