

## NEU Pay Agreement

Members will be aware that the National Education Union (NEU) has announced an agreement on pay with the Department for Education, Sport and Culture (DESC).

This agreement has no effect on the NASUWT's dispute with the DESC, and the Union's ballot is unaffected.

The NASUWT understands that the agreement includes the following:

### 1. Move to the London Fringe area pay scale

This represents a small increase in pay which when compared to the erosion in pay due to inflation, merely scratches the surface and does not address the historic real-terms reduction in pay. It also does not address the issues around the non-payment of the 3.5% award to Upper Scale and Leadership teachers in 2018.

**The NASUWT has been clear throughout that a multi-year deal above inflation would be required to begin to address this erosion. A single year deal will not address the underlying issues.**

### 2. Removal of M1 and M2

Although higher starting salaries for newly qualified teachers (NQTs) may improve recruitment, the UK Government is already proposing this for September 2020, so the DESC would have to implement this in any case, irrespective of this agreement.

As written, the NEU agreement would also mean that colleagues with one and two years' teaching experience in September 2020 would be paid the same as an NQT.

**The NASUWT believes that changes to the pay system need to focus not just on recruitment of new teachers, but retention of serving teachers.**

### 3. Fully funded by the Treasury

The Treasury Minister has contacted the NASUWT to explain that this agreement was reached without the approval of the Treasury, and it is therefore unclear whether it is fully funded or whether schools will have to find the funding from existing budgets.

### 4. No redundancies

### 5. No school closures

The agreement makes reference to no redundancies or school closures. At no time has the DESC even suggested that redundancies or school closures were being considered.

**The NASUWT would never agree to any deal which included redundancies or school closures in order to fund it.**

### 6. A commitment to discuss reducing the time required for teachers to move through the Upper Pay Scale to five years

It currently takes four years to move from U1 to U3. This agreement therefore adds an increase of a year to the current timescales.

**The NASUWT has continued to argue for annual progression on the Upper Pay Scale, which would reduce the time to two years, the norm across many schools in England.**

## THE NASUWT TRADE DISPUTE AND BALLOT

The NASUWT now represents more than 50% of the teachers on the island.

**Members will have received their ballot paper and are urged to ensure that they return them before 20 January 2020 when the ballot closes.**

*continued overleaf...*

## DESC Pay Figures

Immediately before the Christmas break, the DESC issued correspondence to teachers, which included a table that showed an Isle of Man 'premium' over the pay of the equivalent teacher in England.

The NASUWT has now completed a full analysis of the table, and has found errors in the calculations for English tax and National Insurance levels as well as the pension contributions.

The NASUWT has produced the table below using the correct figures for pension contributions and figures for English income tax and National Insurance, as supplied by the gov.uk website, and the DESC's figures for Isle of Man income tax and National Insurance. The final row compares with the 'premium' stated in the DESC's letter.

Isle of Man	M6		U3		L19	
	Monthly	Annually	Monthly	Annually	Monthly	Annually
Gross pay	£2,998	£35,971	£3,374	£40,490	£5,331	£63,975
Tax	£383	£4,595	£458	£5,499	£850	£10,196
National Insurance	£270	£3,242	£312	£3,739	£333	£4,002
Pension	£285	£3,417	£334	£4,009	£586	£7,037
Net Pay	£2,060	£24,717	£2,270	£27,243	£3,562	£42,740
<b>England</b>						
Gross pay	£2,998	£35,971	£3,374	£40,490	£5,331	£63,975
Tax	£339	£4,073	£401	£4,812	£849	£13,090
National Insurance	£242	£2,904	£280	£3,360	£425	£5,100
Pension	£258	£3,094	£324	£3,887	£602	£7,229
Net Pay	£2,159	£25,901	£2,369	£28,431	£3,455	£38,556
<b>Manx 'Premium' (NASUWT correct figures)</b>	<b>-£99</b>	<b>-£1,184</b>	<b>-£99</b>	<b>-£1,187</b>	<b>£107</b>	<b>£4,184</b>
<b>Cf 'Premium' Stated in DESC letter</b>	<b>£48</b>	<b>£571</b>	<b>£51</b>	<b>£606</b>	<b>£372</b>	<b>£4,458</b>

These figures show that not only were the DESC's figures wildly inaccurate, but also that only the absence of a 40% tax bracket in the Isle of Man has a positive impact on teachers' pay, but this only benefits higher earners.

Whereas the DESC's figures showed a Manx 'premium' for all teachers, the reality is that in the Isle of Man teachers are worse off than their English counterparts.

ISLE OF MAN  
**NASUWT**  
The Teachers' Union

**talk  
to us**

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