

From: [Redacted]
Sent: 09 February 2018 10:53:00
To: Public Engagement Unit
Subject: FW: Correspondence from [Redacted] NASUWT

Attachments: DOC080218-08022018115243.pdf, 180201 NASUWT submission - Teachers' Pay and Conditions Claim 2018-19 Sc....pdf

For MACCS, MR please.

[Redacted] | Assistant Private Secretary (Correspondence) to John Swinney MSP | Deputy First Minister and Cabinet Secretary Education and Skills | Scottish Government | St Andrew's House | Edinburgh | EH1 3DG | Ext 0131 244 7050

All e-mails and attachments sent by a Ministerial Private Office to another official on behalf of a Minister relating to a decision, request or comment made by a Minister, or a note of a Ministerial meeting, must be filed appropriately by the primary recipient. Private Offices do not keep official records of such e-mails or attachments.

From: [Redacted]
Sent: 08 February 2018 11:35
To: Deputy First Minister and Cabinet Secretary for Education and Skills
Subject: FW: Correspondence from [Redacted] , NASUWT

From: [Redacted]
Sent: 08 February 2018 11:27
To: Swinney J (John), MSP
<John.Swinney.msp@parliament.scot<mailto:John.Swinney.msp@parliament.scot>>
Subject: Correspondence from [Redacted] NASUWT

Please find attached correspondence from [Redacted] ,
NASUWT.

Best wishes.

[Redacted]
NASUWT, Hillscourt Education Centre, Rose Hill, Rednal, Birmingham, B45 8RS
[Redacted]

This e-mail may contain confidential and/or privileged information. It is for the exclusive use of the intended recipient(s). If you are not the intended recipient(s), you must not use, distribute, copy or take any action in reliance on it, since to do so is strictly prohibited and may be unlawful. If you have received this e-mail in error, please return it to the sender immediately and delete it from your system. E-mail messages are not secure and attachments may contain software viruses which may damage your system. Whilst we have taken every reasonable precaution to minimise this risk, we cannot accept any liability for any damage which you sustain as a result of these factors. You are advised to carry out your own virus checks before opening any attachment. Any views or opinions expressed in this e-mail are solely those of the author and do not represent those of the NASUWT unless otherwise stated.

*

The Scottish Parliament: Making a positive difference to the lives of the people of
Scotland

P?rlamaid na h-Alba: A? toirt deagh bhuaidh air beatha sluagh na h-Alba

www.parliament.scot<<http://www.parliament.scot>> :

facebook.com/scottishparliament<<http://facebook.com/scottishparliament>> :

[twitter.com/scotparl](http://twitter.com/ScotParl)<<http://twitter.com/ScotParl>>

The information in this email may be confidential. If you think you have received this
email in error please delete it and do not share its contents.

*

This email has been scanned by the Symantec Email Security.cloud service.
For more information please visit <http://www.symanteccloud.com>



NASUWT Scotland
35 Young Street North Lane
Edinburgh
EH2 4JD

Hillscourt Education Centre
Rose Hill
Rednal
Birmingham B45 8RS

[Redacted]
[Redacted]

E-mail: nasuwt@mail.nasuwt.org.uk
Website: www.nasuwt.org.uk

General Secretary: [Redacted]

Date: 8 February 2018

Your Ref:

Our Ref: 180208/SWINNEY, J/CK/DL

John Swinney MSP
Deputy First Minister
Cabinet Secretary for Education and Skills
The Scottish Parliament
St Andrew's House
Regent Road
Edinburgh
EH1 3DG

Private and Confidential

Dear John

Teachers' Pay and Conditions of Service

I enclose for your information and reference, the NASUWT's pay and conditions of service claim for the period 2018-19.

I recognise that, as in previous years, you will on receipt of this most likely refer me to the SNCT, advising me that this is where these matters are determined. However, I have a responsibility to my members to ensure that the Government is aware of the serious issues facing teachers and headteachers with regard to their pay and working conditions.

The only way of ensuring that you receive this information is to write to you directly, as, due to the on-going dysfunctional nature of the SNCT, the detailed evidence, information and research that the NASUWT has undertaken again this year working with organisations such as Incomes Data Services and Stirling University, is never considered seriously by the SNCT.

As you are no doubt aware, the SNCT Teachers' Panel Pay claim is always the pay claim tabled and submitted by the EIS, driven through by their block vote. Indeed this year the EIS abandoned publicly any pretence that the SNCT Teachers' Panel

claim is the product of a genuine collaborative approach, by announcing what would be the claim to the media before the SNCT Teachers' Panel had even met.

It may be politically convenient for the Government to preside over such a flawed process, placing the responsibility for the year on year deterioration in teachers' pay and working conditions elsewhere; however, the responsibility for meeting the entitlement of all children and young people to the highest standard of education rests firmly with the Government. That responsibility cannot be effectively discharged without a teaching workforce rewarded as highly skilled professionals and with working conditions which enable them to focus on their core role.

The NASUWT evidence demonstrates that in relation to pay:

- teachers' total reward has decreased since 2011, with the value of pension benefits being reduced and pension and national insurance contributions being increased;
- the pay freeze, cuts and caps have held teachers' pay well below the rate on inflation. Teachers' salaries in Scotland are not only uncompetitive with comparable graduate professions in Scotland but also with teachers elsewhere in the UK. Average comparable graduate starting salaries are 25% higher than a teachers' starting salary. The maximum classroom teachers' salary in Scotland is four fifths that of a teacher in England and their pay also has dramatically deteriorated;
- the capping of the pay of short-term supply teachers exacerbated the problems for them and though that injustice has been addressed following relentless pressure from the NASUWT, the money they lost during that time has not been considered.

In relation to non-pay conditions:

- teachers working hours in Scotland are amongst the highest in the world. Only teachers in Colombia work longer hours;
- the removal of key non-pay conditions, which were fundamental to the McCrone Agreement, have been major contributors to teachers' spiralling workload;
- teachers are now increasingly being diverted into activities such as administrative and clerical tasks, lunchtime supervision and cover for absent colleagues.

The SNCT has demonstrated its inability to defend teachers' pay and conditions and regrettably, the Government has demonstrated its reluctance to do so.

As a result, the legacy of McCrone has been squandered. The gold standard of pay and conditions, which were the envy of teachers everywhere and, which were key to the high standard of education in Scotland, have gone.