

# TEACHERS' SALARIES AND CONDITIONS OF SERVICE COMMITTEE

## (SCHOOLS) - **MANAGEMENT SIDE**

c/o BALLEE CENTRE, Ballee Road West, Ballymena, BT42 2HS

### Offer Paper on Pay, Workload and Accountability

We have done a great deal of work in relation to pay, workload and accountability. In the first instance, Management Side proposes building on this work and believes there is merit in both sides entering into intensive and time bound negotiations to establish if we can arrive at an agreed position where we have an outline framework covering all areas in dispute. We anticipate this phase of negotiations running until **28<sup>th</sup> February 2018**.

The NITC 2017 pay claim is for 5%. Northern Ireland Public Sector Pay Policy for 2017 confirms that up to 1% may be awarded for pay increases this year. In addition, Management Side has also previously indicated that there is flexibility **within the overall teachers' pay-bill** (which is over £1 billion) for a headline increase of over 1% where offsetting savings can be identified. We have discussed some possible areas within the joint management/NITC group on pay.

Under Public Sector Pay Policy 2017 and subject to normal approvals, up to 1% may be awarded which together with the incremental pay progression awards already made in autumn 2017 gives a potential total value of this years' teachers' pay award in the region of 1.69%.

Within the overall figure of 1.69%:

- Around a fifth of all teachers are currently paid on the main pay scale (M1- M6) and will have received a minimum incremental progression award of 7.6% in addition to the 1% which could now be offered. The level of award for this group reflects the fact that they are on the lowest salary scale (teachers on M1-M6 are paid within the range £22,243 to £32,509).
- Around 12% of all teachers are currently paid on points 1-2 of the upper pay scale (UPS), of which around 50% will have received a minimum incremental progression award of 3.7% in addition to the 1% which could now be offered.
- Around 10% of all teachers are on the leadership scale and approximately 30% of teachers on that scale will have received an incremental progression award of between 2.3% and 5.3% in addition to the 1% which could now be offered.

Management Side believes that the potential total pay award in 2017 represents the best deal available for teachers in the current budget environment.

In conclusion, if by **28<sup>th</sup> February 2018** a framework can be agreed for further negotiations on pay, workload and accountability and the Trade Unions agree to end Industrial Action at this time, Management Side will enter these further time bound negotiations with a clear determination to implement an agreement on workload and accountability alongside seeking approval for a pay award.

**TNC Management Side**  
**16<sup>th</sup> January 2018**