

HOW DOES THIS DEAL IMPACT ON WORKLOAD?



Management side/DE have acknowledged that workload is an issue and have taken onboard concerns raised during the recent consultations and produced a document called Heads of agreement. The document outlines 26 areas to be addressed with projected timeframes which all unions will hold them accountable to.



The unions would highlight to members that the additional points in this document were the workload issues raised by members during the 8 in person consultations.



Point 1 - New Initiatives- A proforma will have to be completed for introduction of a New Initiative, the first question will ask what is being taken out.



Point 16 - Flexibility to complete Directed Time e.g. before or after school, on the school premises or at home. Additionally, teachers cannot be directed to complete work at home and working above and beyond the 1265 hours is entirely optional. PPA time – 10% of 1265 hours - is an inherent part of Directed Time.



Management side agree for the first time ever that no teacher can be directed to complete anything at home. Anything done outside of the 1265 hours is optional but should not be expected or requested of any teacher by a principal.



Point 21 – Controlled Assessment Workload will be addressed – either adjusted timetables to reflect the level of marking or Time Off In Lieu (TOIL).



Point 24 – A review of the impact of workload and effectiveness of internal school assessment and tracking will be completed with engagement from MS and NITC Officials.



Point 26 – A consistent approach to planning. This will be developed with DE, NITC and school practioners across all phases. It will also take account of the observation records within Nursery & FS.

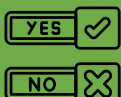
POINTS TO REMEMBER:



5.5% with in-built back pay to September 2024 is the first above inflation offer we have had since the noughties.

A 'Yes' majority will result in a graduated de-escalation of ASOS, over a period of a few weeks. Schools will need a period of readjustment, which will be conveyed to ETI.

A 'No' majority will result in Strike Action. We will be isolated from the rest of the Public Sector, many of whom have accepted lower offers, and little or no back pay.



The consultation survey is now open. Members should check email accounts for the link. Survey closes 12 noon 27 March.

This entire offer is made on the basis that it must be accepted by all 5 member unions of the NITC.



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FOR TEACHERS AND PRINCIPALS