



NUT Newsletter

Mid Essex Teachers Association



Fine words but still no pay rise to match cost of living

1% pay rise adds insult to injury for teachers

It's astonishing that, in the midst of a crisis in teacher recruitment and retention, and just before the end of the school year, the government has announced an annual pay rise for September of just 1%.

The 1% increase applies to most teachers, with some, and only some, on the main pay scale getting 2%.

The decision has been condemned by all teacher unions, as it will do nothing to stem the flow of teachers leaving the profession.

Unions have also condemned the fact the government has put no extra money for pay into schools, which will create further pressure on budgets.

The NUT has been arguing for a fully funded pay increase to make up for a 15% real terms cut in pay since 2010.

Pay falls as workload increases

The story for teachers since 2010 is one of falling pay and rising workload.

This has led to a situation where record numbers are leaving the job early – a total of 40,000 in 2015 – and the government is consistently missing its own targets for recruitment of new teachers.

"If she wants to be taken seriously, Justine Greening has to move beyond telling teachers what a great job they are doing and put some real money behind those words." NUT General Secretary, Kevin Courtney.

Teachers' pay in figures

- 15% fall in real terms since 2010
- 4% increase in your own pension contributions
- 15% increase in rents since 2010
- Inflation is 2.9%
- 37% increase in teachers leaving the job
- Teacher vacancy rate up 165% since 2010
- 20,000 shortfall in teacher recruitment in 2016
- Our pay is up to 25% behind other graduates

The STRB in their own words

5.23 In our 26th report (July 2016) we said that, based on our assessment of recruitment and retention alone, there was a case for a higher than 1% uplift to the national pay framework. We therefore advised the Department and other consultees that they should help schools to prepare for this. Our analysis of the evidence for the current pay round shows that the trends in recruitment and retention evident last year have continued – teacher retention rates continued to fall, particularly for those in the early stages of their career, and targets for ITT recruitment continue to be missed. We are deeply concerned about the cumulative effect of these trends on teacher supply. We consider that this presents a substantial risk to the functioning of an effective education system, particularly in the context of increasing demand for secondary phase teachers and specialists in EBacc subjects.

This was acknowledged by the *School Teacher Review Body* (STRB) in 2016, which advised that a "significant increase" would be needed to address the problem.

Having gone through seven years of "pay restraint", teachers, along with other public sector workers have every right to expect that they will be rewarded properly for the work they do – these are the most recent pay awards:

- 2011 0%
- 2012 0%
- 2013 1%
- 2014 1%
- 2015 1%
- 2016 1%

Use our pay calculator to see the cumulative effect:

www.teachers.org.uk/pay-calculator/mainscale

The NUT will be coordinating action with other teacher and public sector unions to oppose this further pay cut and this work will be linked to the Union's continuing campaign on school funding.

Lift the Pay Cap

London demonstration

Thursday 5th October

Assemble 5:30pm

Opposite Downing Street

march to rally outside Parliament