

**WRITTEN QUESTION TO THE MINISTER FOR CHILDREN AND EDUCATION
BY DEPUTY R.J. WARD OF ST. HELIER CENTRAL
QUESTION SUBMITTED ON MONDAY 19th JUNE 2023
ANSWER TO BE TABLED ON MONDAY 26th JUNE 2023**

Question

“Given that during oral questions on [13th June 2023](#) it was stated that a newly qualified teachers’ salary is £39,000 a year and they would earn more if they were more experienced, will the Minister advise –

- (a) how many term time hours a newly qualified teacher is expected to work;
- (b) how many term time hours are expected of more experienced teachers;
- (c) how many hours in ‘holidays’ are or should be worked; and
- (d) what work is undertaken to monitor the number of hours worked and reduce excessive working hours?”

Answer

- (a) A teachers contracts requires a teacher to work 1,660 hours per year over 38 weeks per year. The 1660 contracted hours includes contact and non-contact time, and it also includes time to attend professional development, training and meetings.
- (b) All teachers are required to work the same contractual hours.
- (c) Teachers are required to attend work for all days when school or inset is in session, they are not expected to work during holiday periods.
- (d) Throughout the Early Career Teacher (ECT) programme, termly reports are made to the ECT lead Adviser and a QA programme of randomised visits to schools ensures parity of expectation and application of policy. In addition, the Jersey School Review Framework visits will include interviews with ECTs regarding their training experience, the report of which contributes to the Leadership evaluation. ECTs should receive a teaching allocation in line with the published ECT policy.

At the start of the ECT year 1 teachers are reminded of this in their central training and any concerns regarding allocations are raised with the relevant school. Examples will differ slightly between phases and schools, but the overarching principle is made clear and ECT officers are available to support teachers if it is required. Please see the relevant section of the policy below.

B. IN SCHOOL SUPPORT

1. Additional PPA release compared to main scale teachers ECT1s receive an additional PPA release of 10%; this is a continuation of the previous NQT process.

There is an additional PPA release for each ECT2 of 5%: this is a new funded development.

The Jersey Terms and Conditions of Service states that all teachers are entitled to non-contact time equivalent to 10% of the school week or a minimum of 2h 30m each week. The school week is defined as follows:

- Foundation Stage and Key Stage 1: 23 hours 45 minutes

- Key Stage 2: 25 hours
- Secondary: 26 hours 15 minutes An ECT 1 should therefore have a total of at least 5 hours of PPA release; an ECT2 should therefore have a total of at least 3 hours and 45 minutes of PPA release. This additional release is funded directly to the ECT's school.