

**WRITTEN QUESTION TO THE CHIEF MINISTER
BY DEPUTY G.P. SOUTHERN OF ST. HELIER
ANSWER TO BE TABLED ON TUESDAY 13TH SEPTEMBER 2016**

Question

Will the Chief Minister explain why savings of £240,000 in 2018 and £480,000 in 2019 have been included in the MTFP Addition to be produced from changes to Newly Qualified Teachers' (NQT) salaries, given that any such changes to salaries must be subject to collective bargaining with teachers' representatives and no such negotiation has taken place?

How much freedom for each side to negotiate openly will there be if the savings are adopted by the Assembly, given that savings will need to be found elsewhere if they are not delivered from salaries?

Has there been a change of policy away from free collective bargaining with employee representatives to the imposition of pay awards?

Answer

A review of NQT salaries was identified as an area for potential savings in the MTFP. There is a noted differential between NQT salaries paid outside of Jersey compared to those within and it is appropriate to consider this area as a possible source of savings.

Like all reward structures, the Teachers salary structure is subject to collective bargaining with our recognised Trade Unions. The NQT element of that structure is no different. Any proposals to amend that structure will be dealt with by collective bargaining using the Framework Machinery in place, with the outcome subject to be approved by SEB before any implementation. This was noted in a meeting with teaching unions (Education Consultative Council) from 6th June 2016, whereby the NASUWT raised a concern insofar as any changes to the pay scales would require consultation and negotiation to take place. This was acknowledged and minuted in the meeting.

The States Employment Board (SEB) has and continues to negotiate with its employees within both its agreements with its recognised Trade Unions and cash limits set by the States Assembly from time to time. When, after extensive negotiation and consultation, agreements cannot be reached, all parties need to consider their options, including any alternative savings which would need to be notified to the Assembly

Occasionally, the best outcome for all the workforce, not just union members, is the implementation of a proposal /outcome. This is especially true when the proposal results in an improvement or betterment for the workforce in its pay, terms and conditions. The SEB remains fully committed to collective bargaining both today and in the future.