

We at the NEU are concerned over the policy with regards to some of the core components that are outlined in the proposal. We are delighted to see the vital role that education is given in the policy document, but we have real concerns over the ability for the proposals to realise the need for an increase in teachers in the island and to recognise the limited current pay and conditions for the teaching profession.

With long hours and significant discrepancies between the pay increases and the increases in the cost of living and especially housing costs over the last 10 years this has seen a real terms fall in pay. The policy proposals that reflect an increase in numbers of inward movement of persons into the island must not only identify the pressures that are placed on the infrastructure that currently exists (including buildings and staff), but also recognise the potential challenges that exist in the coming years.

A significant proportion (approximately 25%) of staff are over 50 and will need to be replaced as they move into retirement in the next 10 years. This will require more staff to move from the U.K. (the main source of teachers) which itself is having a huge problem in recruiting suitable numbers into the profession. Jersey is becoming less and less attractive due to high living and housing costs in its recruitment of teachers and we are seeing a continual issue with the retention of staff on the Island.

Currently there are no proposals to aid housing issues for teachers moving to the island and it is simply becoming unaffordable for teachers to get on the housing ladder, especially if they have families. Essential key worker status needs to be expanded and some form of housing support needs to be provided, as well as a real terms uplift in pay if the best teachers are to be attracted to the island in order to fulfill the proposals related to education in the policy document. Any new recruitment of teachers from off the island would also need to be factored into the essential worker numbers and this is an important consideration with regards to the overall increase in the population growth numbers and the number of essential worker licenses that are available.

Kind regards,

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