

**WRITTEN QUESTION TO THE MINISTER FOR EDUCATION  
BY DEPUTY G.P. SOUTHERN OF ST. HELIER  
ANSWER TO BE TABLED ON TUESDAY 11TH OCTOBER 2016**

**Question**

Will the Minister inform Members whether his statement in the debate on Newly Qualified Teachers' (NQTs) salaries, (P.68/2016 (Amd)), that "NQTs starting work in Jersey currently earn up to £16,000 or 70% more than their counterparts in the UK" compared teachers employed on a like-for-like basis at the same entry point and, if not, on what basis that comparison was made; and will he complete the following table to show the different levels of starting salary available to NQTs here and elsewhere?

	Jersey		Inner London		England and Wales		England and Wales adjusted for comparison with the Jersey cost of living
Entry point	£		£		£		£
U							
1							
2							
3							

What evidence does he have to support his assertion that reducing NQTs' starting salaries by £8,000 would leave such salaries "still 9% higher than the rate for teachers in Inner London"?

What monetary incentive does he intend to offer to Jersey NQTs compared to UK NQTs, given the difference in price levels between the two jurisdictions (as shown in the final column of the table)?

**Answer**

***“Question***

*Will the Minister inform Members whether his statement in the debate on Newly Qualified Teachers' (NQTs) salaries, (P.68/2016 (Amd)), that "NQTs starting work in Jersey currently earn up to £16,000 or 70% more than their counterparts in the UK" compared teachers employed on a like-for-like basis at the same entry point and, if not, on what basis that comparison was made; and will he complete the following table to show the different levels of starting salary available to NQTs here and elsewhere?"*

**Answer**

	Jersey	Inner London	England and Wales	England and Wales adjusted for comparison with the Jersey cost of living
Entry point	£	£	£	£
Unqualified	30,411	17,368	16,298	Not available
1	33,900	27,819	22,244	Not available
2	36,097	30,795	24,002	Not available
3	38,296	32,400	25,932	Not available

***“Question***

*What evidence does he have to support his assertion that reducing NQTs’ starting salaries by £8,000 would leave such salaries “still 9% higher than the rate for teachers in Inner London”?*

**Answer**

In practice, all newly qualified teachers in Jersey start on entry point 3, which is £38,296. This is the actual starting wage. Points 1 and 2 have not been used for more than four years because of the requirement for our teachers to have a degree at the 2:2 grade or above.

Reducing this actual salary to £30,296 would mean it is 9% higher than the inner London starting wage, which is entry point 1 or £27,819.

***“Question***

*What monetary incentive does he intend to offer to Jersey NQTs compared to UK NQTs, given the difference in price levels between the two jurisdictions (as shown in the final column of the table)?”*

**Answer**

This will be subject to the forthcoming consultation and negotiations between the States Employment Board and the teachers’ unions.