

**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 advise:

- (a) what proposals, if any, are being considered for teachers' pay other than a reduction in Newly Qualified Teachers' (NQTs) pay scales;
- (b) where on the pay spine NQTs will be placed when their qualification year ends;
- (c) what measures, if any, will be taken to avoid a two-tier pay structure between those who arrive having achieved their NQT status elsewhere and those who qualify in Jersey; and
- (d) what measures, other than pay incentives, will he be pursuing in order to attract the best quality teachers to the Island; and
- (e) whether the budget for teachers' pay will be reduced following consultation on workforce modernisation?

Answer

- (a) A review of the terms and conditions for teachers will take place as part of the overall Workforce Modernisation plan. This has not yet started so there are no proposals at this stage other than the proposed reduction in the NQT starting salary.
- (b) Any change to pay for teaching staff would be subject to consultation and negotiation between teaching unions and the States Employment Board.
- (c) Candidates who come from the UK to complete their NQT year will earn the same as those training through the Jersey Graduate Teacher Training Programme. The Education Department has no plans to change this arrangement unless it is raised in the forthcoming negotiations. Teachers who are already qualified and have completed their NQT year will be on a different salary level to NQTs. This applies irrespective of where they trained.
- (d) The Education department will continue to liaise with high quality UK universities to enable direct recruitment of their graduates. There will be higher profile national advertising.
- (e) The future budget for teachers' pay will depend on the outcome of negotiations between the unions and the States Employment Board.