

Urgent Attention and Action

As a profession we are now facing even lower morale than previously. Our pay is being held back. Pay progression is being severely limited. We are now paying more for less and having to work longer to get our pension. Many of our conditions of service are likely to be removed in 2014. The threat to state education is increasing with academies and free schools. The government is trying to get unqualified teachers to take classes. There is a shortage of school places. We are in danger of having a shortage of teachers if we don't do something now.

The Union has been involved in a campaign over pay, pensions and conditions. There have been some strikes over the last two years. It is imperative that all members support the campaign including the next phase which is likely to be a strike before February half term. Date likely to be announced within the next 10 days.

The Union has put out advice on action short of strike action (October 2012) which contained 25 'instructions' for members. This advice has now been updated and is entitled 'Instructions for Action Short of Strike Action, updated Winter 2013' which is available on the national website www.teachers.org.uk. It is very important that all members follow these instructions and contact me if the school is not following them. The Union put out advice on pay policies. Pay policies are determined by individual schools, ie no national pay policy or national scale. It is very important therefore that your school policy conforms to the NUT/NASUWT Model Policy or criteria. If it does not then you MUST contact me urgently. If you are not sure if it does send me your policy and I will let you know. There is no Suffolk policy so if your school says they have adopted the Suffolk one that is not correct. As a result of my intervention and those of school reps many of these policies have been changed so they are better. Typical problems with them are—no pay portability, teaching has to be 'good' or 'outstanding' for any progression even main scale. If the school does not have an acceptable pay policy it will mean your pay is held back.

To Do

- **Support strike action to protect your pay, pensions and conditions and those of teachers in the future.**
- **Make sure action short of strike action is followed in your school.**
- **Make sure your pay policy is NUT/NASUWT compliant**
- **Contact your local caseworker if you have any concerns about anything at any time**
- **Check national website and local website regularly**

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