

National dispute over teacher pay

You will be aware that the NASUWT is running a statutory ballot in furtherance of our national dispute over teacher pay. **We would like to thank all members who have voted so far, and if you have not yet done so, please ensure that you post your ballot paper as soon as possible.** The Union is advising that you vote **YES** to both questions on the ballot paper, but we encourage all members to have their say and return their ballot paper. You may receive a telephone call from the NASUWT over the next few weeks about the ballot.

Every vote counts!

If you have lost, destroyed or recycled your ballot paper, please email ballot@mail.nasuwt.org.uk as soon as possible.

The NASUWT and our sister union, the NEU, are united in rejecting the Sixth Form Colleges Association (SFCA) pay offer. The NASUWT's trade dispute with the Government and all employers calls for increased funding to colleges in order to deliver the required increase in sixth-form college teachers' pay. The current pay offer is inadequate due to both the cost of living crisis and the 20% pay cut that teachers have been subject to since 2010.

A day of strike action has been announced by the NEU for Wednesday 30 November. Members of the NASUWT will not be able to participate in this particular action as our ballot has not closed. **The NASUWT will be liaising with the NEU and other trade unions to co-ordinate future action where we can. Pending the results of our national ballots, members from both the sixth-form college and school sectors will be able to join together to take national action.**

Please see below guidance for our members on what to do when other unions take action:

When other unions take industrial action

The legal position

1. It is unlawful for any member of the NASUWT to take industrial action where the Union has not given specific notice to the employer that action will be taken.
2. Where members of another trade union are involved in industrial action, NASUWT members should:
 - report to work at their usual workplace as normal, unless directed by the college to work at home. If directed to work at home, please inform the college that you are doing so at the start of the day; and
 - make clear that they will not accept any variation to their contracted duties and/or undertake the timetabled or other responsibilities of those engaged in action, including taking into their timetabled lessons pupils from classes of teachers who are involved in strike action.
3. NASUWT Workplace Representatives should inform the principal of this on behalf of all NASUWT members. Our representatives are not required to give the names of our members.

Closure of the college

1. Principals will need to make a judgement about whether the college can remain fully open, partially open (i.e. some year groups/classes sent home), or will close.
2. Any NASUWT Workplace Representative will need to confirm that the principal has undertaken a risk assessment based on the potential impact on the college of the absence of staff who will be involved in the strike action.
3. If the decision is made to close the college, the principal will decide whether it is closed only to students. Staff not involved in strike action should report to work or remain at home if directed by the principal to do so.
4. NASUWT members should follow the instruction of the principal in this matter. However, the NASUWT does not believe it makes much sense for those not taking action to be instructed to attend if all students are remaining at home. If there is any risk to safety as a result of the instruction of the principal, members should contact the NASUWT immediately.

Picket lines

1. Where a union taking strike action establishes a picket line, refusal to cross it could render a teacher who is not a member of a union taking strike action liable to disciplinary action, including the deduction of salary, as it would be considered as participating in unlawful industrial action.
2. An exception to this is where there are genuine grounds to believe that crossing the picket line would put the person concerned at risk of injury.
3. In these circumstances, NASUWT members should contact the principal, an appropriate senior person in the college, or the employer if the principal is not available. They should also contact the NASUWT to advise what has taken place and to seek further advice or support.
4. In all other circumstances, members should cross the picket line having assured those picketing that they will not undertake work that those on strike would normally have carried out.

For further advice for senior leaders, supply teachers and those usually employed to provide cover, please go to the website www.nasuwt.org.uk/WhenOtherUnionsTakeIndustrialAction.



E-mail: advice@mail.nasuwt.org.uk
Website: www.nasuwt.org.uk