

WORK LOAD Campaign

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The recent CfE membership surveys (Secondary and Primary) both highlighted that members are facing an unprecedented and unsustainable increase in excessive workload. SNCT research indicated that teachers work on average 10 hours beyond their contractual requirements; this was confirmed by recent independent research commissioned by the EIS.

This is happening at a time when wages have been frozen and pensions are under attack. May's meeting of EIS Council decided to launch a campaign to tackle workload.

Something has to change!



Act Now!

The AGM in June is set to discuss a number of motions on workload, also, including the possibility of escalating action, but in the meantime schools are discussing Working Time Agreements and School Improvement Plans. It is clear from the surveys that both of these are less than effective tools in terms of controlling workload but they do exist and we should seek to maximise their use, especially as they may well become the point of reference for future action.

Detailed advice for school representatives is available on the website (www.eis.org.uk) but a few salient points are listed below:

Working Time Agreements

These have to be negotiated at school level – don't simply agree last year's arrangements as acceptable. For example, if report writing is taking more time than has been allowed, insist on renegotiating and identify what has not to be done to facilitate an increase in time for the task.

School Improvement Planning

- if it's not in your improvement plan it shouldn't be happening
- if it is there, it should be costed in terms of time and resources

Don't simply accept the imposition of new demands, such as On Track With Learning. Demand the time and identify what is not to be done to create the space.

Act Together!

School branch meetings should be called to ensure that members are not left isolated in pursuing changes. If school negotiations break down, report the matter to the local association secretary to be raised at the LNCT (Local Negotiating Committee for Teachers)

If your branch needs support, assistance or advice – contact your Local Association Secretary or Area Officer

It's time to act!

Workload is a professional issue – excessive workload leads to poorer outcomes in terms of teaching and learning

Workload is a trade union issue – act as a branch on workload issues and support colleagues in saying 'No' to workload demands which are not agreed in your school's Working Time Agreement

Workload is a political issue – workload demands are not a new concern for Scottish teachers but the impact of austerity cuts on budgets and staffing has pushed the current situation centre stage