



Talking to Members about the Pay Campaign

The EIS, as the majority constituent of the SNCT Teachers' Side, has submitted a 10% pay claim for 2022-23. The settlement date was 1 April 2022. In mid-May, COSLA offered a 2% pay uplift; it was immediately rejected.

COSLA AND THE SCOTTISH GOVERNMENT NEED TO PAY ATTENTION

COST-OF-LIVING CRISIS

Inflation is soaring with many teachers already suffering the effects of rising fuel and food prices. Teachers did not cause the cost-of-living crisis. We need a pay increase to avoid the damage that it will do to our incomes.

TEACHERS ARE DEDICATED PROFESSIONALS

Teachers delivered heroically during the pandemic as essential workers. We never stopped providing education for our young people during lockdowns or when schools re-opened and Covid safety was a serious concern.

EXCESSIVE WORKLOAD IS WORSE THAN EVER

Ever-increasing demands and expectations from all directions but fewer and fewer resources in schools, mean that rather than teaching being an attractive and deeply fulfilling profession, excessive workload is causing burn-out and turning good people off teaching. Teachers need to be fairly rewarded for the work that we do, and workload needs to be tackled.

COSLA IS PLAYING POLITICS WITH TEACHERS' PAY

COSLA is seeking to hold down teachers' pay by side-lining sectoral bargaining and linking our pay increase to that of workers in other bargaining groups whose employment is completely different from that of teachers – COSLA's 'One Workforce' agenda, in reality, undermines genuine negotiation and imposes pay restraint. Previously, COSLA has deliberately dragged out the pay negotiations, as a way of preventing any momentum or pressure being built up. We can see through these delaying tactics. COSLA needs to stop playing politics and play its part to invest more in education and in teachers.

GENDER PAY EQUITY FOR TEACHERS

Teaching is a majority female profession. Pay decline and depression are impacting on teachers relative to other graduate professions and contributing to the overall gender pay gap, which Scotland has a stated commitment to ending. Teachers want to see gender pay justice for the profession delivered.

SCHOOLS NEED TEACHERS

Teachers' pay needs to attract the best graduates to allow schools to provide quality education, alleviate the effects of poverty and give every young person a good and equal chance to thrive. Teachers' pay needs to add up, if it is to help boost teacher numbers.

Your Step-by-Step Guide

STEP	KEY PHRASES	EXTRA IDEAS
Always introduce yourself and be clear about the purpose of the conversation	<p>“Hi, as the EIS Rep in the school I’m speaking to all our members about the 2022-23 EIS Pay Campaign.”</p> <p>“What have you heard about the 2022-2023 teachers pay claim?”</p>	<p>Start with an open-ended question.</p> <p>This may be the first time that they have really thought about this issue, so give them the time and space to think this through themselves before going deeper into the discussion.</p>
If they strongly support the campaign	<p>“I feel the same way. Why do you support it?”</p> <p>“There is lots we can do locally to help build the campaign and get more EIS members in our school involved. Would you be interested in helping with this?”</p>	<p>This gives them a chance to really think about why this issue is important to them and why this issue is important to you and the profession too.</p> <p>Encourage them to get more involved in the union branch e.g., a Branch Pay Campaign Committee.</p>
Make the “ask”	<p>“Will you sign the petition to call on COSLA and Scot Gov to deliver a cost-of-living pay increase now?”</p> <p>“There’s currently a ballot open for members to vote on the current pay offer. Have you voted?”</p>	<p>As the campaign develops, members will be asked to take part in more collective actions. Start with an easier ask like asking a member to sign the petition and then work on building greater participation e.g., “Will you come to a pay campaign meeting after school?”</p>
If they say ‘yes’	<p>“Great. Here’s the petition to sign.”</p> <p>“Would you be willing to speak to other colleagues and encourage them to sign/vote?”</p>	<p>Encourage them to talk to colleagues about the campaign.</p> <p>A common reason why members sometimes don’t get involved in union activity is because they’ve never been asked. Building member engagement builds the branch.</p>
If they say ‘no’ or aren’t sure about the campaign	<p>“Can I ask why you don’t want to sign the petition?”</p> <p>“Do you have any questions about the pay campaign that I can help answer?”</p> <p>“I know taking a stand can be difficult, but if we don’t stand up for our pay then nobody else will.”</p>	<p>If you are met by a different opinion then always start by acknowledging their point of view, answering the issues they have raised and once you’ve answered the question, be ready with a question that brings the conversation back to your message.</p>
Follow up if they say they’ll do it later or seem reluctant	<p>“Here is a flyer about the campaign that you can read in your own time, and we can chat about it again later in the week?”</p> <p>“It would be good to talk about this again in a few days.”</p>	<p>It is important to follow up on every conversation.</p> <p>Make sure you note down their pledge to sign the petition and that you follow-up on it. Share this task with others in your branch.</p>

Addressing Points & Issues Raised

Issue Raised	RESPONSE	QUESTIONS YOU CAN ASK
<p>“COSLA /Scottish Government don’t have the money.”</p>	<p>“This a question of political choices. The Scottish Government has a budget of over £40 billion. It is about prioritisation.”</p> <p>“COSLA/ Scot Gov will not allocate any extra money unless we fight for it. This is what we do when we’re part of a trade union.”</p>	<p>“What do you think will happen to teachers’ pay if we do nothing?”</p> <p>“When have you ever known a time when they haven’t found extra money for something they want to implement?”</p>
<p>“If teachers ask for more pay, then the pupils and schools will lose out.”</p>	<p>“Our current offer is 2%. RPI inflation as of April 2022 was 11.1%. We can’t afford not to take urgent action to address the erosion of our pay.”</p> <p>“This is not a zero-sum game, it is not about taking money from another part of the education or Council budget.”</p> <p>“The Scottish Government has many revenue raising powers, and these should be applied to ensure Education gets a fair amount of funding.”</p> <p>“We will continue to fight for greater resources and funding for education, but we also need to stand up for our pay.”</p>	<p>“How much do you think Education will suffer when experienced teachers leave the profession and new ones won’t be encouraged in due to uncompetitive salaries?”</p>
<p>“The public will think teachers are greedy if we ask for such a large pay rise.”</p>	<p>“With the energy-cap about to be lifted again in October, rocketing prices at the fuel pump, National Insurance increases and food prices going up, the cost-of-living crisis is going to affect everyone.”</p> <p>“This pay claim of 10% is less than the current rate of inflation, as RPI is 11%. Maintaining living standards needs pay to rise with inflation – this is not being greedy, simply maintaining our living.”</p>	<p>“Would the public consider other workers ‘greedy’ for fighting for a cost-of-living pay increase?”</p> <p>“If we just accept what COSLA is offering where do you think that will leave teachers’ pay?”</p>

Issue Raised	RESPONSE	QUESTIONS YOU CAN ASK
<p>“I don’t do this job for the money.”</p>	<p>“If teachers’ pay falls in real terms then their living standards also fall. The profession needs to protect its pay.”</p> <p>“Being passionate and committed to your profession does not negate demanding reasonable pay increases. Every worker deserves fair pay for the work they do.”</p>	<p>“It’s about keeping teaching an attractive profession for existing and potential new recruits.”</p>
<p>“What difference is signing a petition going to make?”</p>	<p>“A petition is an effective collective action which demonstrates the strength of feeling of our members to the employers and our members’ participation helps give the campaign visibility.”</p> <p>“If the majority of our members sign this petition, then it helps power our negotiations and helps build campaign momentum.”</p>	<p>“If we have ideas for campaign activities then there are ways we can feed this into the local and national campaign strategy. What do you think we could do?”</p>

For the latest updates: <https://www.eis.org.uk/Campaigns/PayAttention>

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