



Scotland's largest
and most effective
education trade union

eis

Reasons to Reject

The Salaries Committee is unanimously recommending that the management side offer, as outlined in the letter from COSLA, be rejected. It does so in the clear belief that improvements to the pay offer can be gained through further negotiation, if both COSLA and Scottish Government are made to understand the level of support which exists amongst EIS members for our claim.

A massive Reject vote is essential, therefore.

To remind you:

- Take home pay has fallen in real terms by 24% in the past decade; our 10% claim is already a compromise!
- Scotland is one of only 5 OECD countries where pay, relative to other professions, has gone back the way
- Comparable graduate professions in the UK typically earn £40,000 plus after 5 years
- Unpromoted FE lecturers at the top of their scale earn over £40,000 – our 10% claim would give teachers parity with our college colleagues
- Scotland is facing a recruitment and retention crisis: many young graduates are choosing to earn more in less stressful jobs and many long serving teachers, faced with working until they are 68 years of age, are simply getting out early. Pay is part of the problem.

On top of this, the current offer is deliberately divisive, offering a differentiated increase based on whether you are unpromoted or promoted, or a specialist such as an instrumental music

teacher or an educational psychologist. Our claim is a single claim for all teachers and associated professionals.

We need to assert our voice as a strong union – not just to win our pay claim but also to make us stronger in challenging excessive workload, budget cuts, inclusion on the cheap, bigger classes and everything else that makes teaching such a stressful occupation.

Scottish Government recently banked a £192 million “underspend” – that alone would settle our claim.

But it is about more than that – our Value Education Value Teachers campaign is also about our ability to do our jobs as we would wish to, with enough time and resources to do them well for the benefit of the young people whom we teach.

It's time to draw a line and stand up for our profession.

Use your vote to Reject this offer and say clearly to both Scottish Government and COSLA that teachers are making a stand.

VOTE REJECT

Consultative Ballot on Pay Offer

Ballot Paper

"Do you wish to accept or reject the terms of the Employers' Side offer dated 6 September 2018?"

The Salaries Committee recommends that you **REJECT** the offer.

In the event of a rejection the EIS will seek further negotiations within the SNCT. Should these negotiations fail, it is likely an indicative ballot for Industrial Action will be conducted.

Place a cross (X) in the box of your choice below.

Accept

Reject

THE BALLOT CLOSING ON TUESDAY 20 NOVEMBER

*This ballot paper is for use **only** if you intend to vote by post and should be returned in*

**The EIS Salaries Committee
recommends that you**

**REJECT
this offer**