

# PAY CAMPAIGN BULLETIN NO.1

Scotland's largest  
and most effective  
education trade union

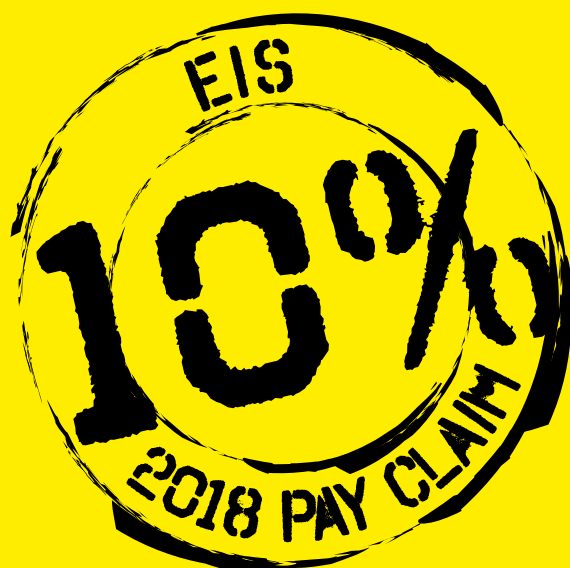
eis

“For far too long, Scotland’s teachers have been punished for a financial crisis which they did not create. Austerity and ideologically driven attacks on the public sector from Westminster governments, coupled with financial decisions made here in Scotland, have caused our pay to decline dramatically. For almost a decade, we have been subject to a succession of pay freezes, pay caps and real-terms pay cuts. This has demoralised the profession, with severe consequences for teacher recruitment and retention. If our employers and the Scottish Government are serious about valuing education, they also need to value us as teachers. This means paying us a fair wage, which compares favourably to other professions and to teachers in other countries.”



Nicola Fisher, EIS President

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VALUE  
TEACHERS**



# Why the teaching profession needs a pay rise...



Name ANN SKILLEN  
LA STIRLING

Grade of Post PT

Why the teaching profession needs a pay rise...

Will we never learn?  
I began my teaching career in the early  
'80s - a time of deep teacher dis-  
satisfaction, strikes & disruption to  
teaching & learning.  
How can it be that, as I approach  
the end of my career, I find  
myself still here?  
Value education; value teachers;  
value learners.

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Name SUSAN QUINN  
LA GLASGOW

Grade of Post H.T.

Why the teaching profession needs a pay rise...

for too long teachers have been  
subject to real time pay cuts =  
teacher and head teacher  
shortages. It is time to pay  
a fair rate for the job.

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Name MEGAN MCCROSSAN  
LA NORTH LANARKSHIRE

Grade of Post CLASS TEACHER

Why the teaching profession needs a pay rise...

We are hemorrhaging teachers in Scotland  
and we can't recruit enough new teachers.  
It is not an easy job but it is an essential  
job. Society needs teachers. Scottish  
education needs teachers. Our young  
people need teachers.  
We need to make the  
profession more attractive and  
pay our professionals what  
they deserve!

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Name ANDREW O'HALLORAN  
LA DUMFRIES & GALLOWAY

Grade of Post Secretary &  
Teacher

Why the teaching profession needs a pay rise...

Because our children deserve  
to be taught by teachers who feel  
valued, because we value  
education.

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Name EDDIE BURNS

LA SOUTH LANARKSHIRE

Grade of Post CT

Why the teaching profession needs a pay rise...

DO WE REALLY NEED TO  
SPELL IT OUT?  
A U S T E R I T Y!  
is A  
C O N!

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Name JENNIFER GURNEY  
LA East Renfrewshire

Grade of Post P6 - Main  
Grade

Why the teaching profession needs a pay rise...

A pay rise is an investment in our  
children's future - a government  
that is serious about education  
needs to be serious about  
teachers' wages.

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Name GARY LAIRD

LA SOUTH Ayrshire

Grade of Post CLASS TEACHER  
(UNPROMOTED)

Why the teaching profession needs a pay rise...

We are no longer an attractive profession  
for graduates who are talented in all types  
of fields such as STEM, languages, etc.  
Our profession is also dwindling and  
it is the future generations who will  
suffer. Education is key to any  
successful society and we are  
worth more than we are  
currently paid.

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Name JESSE ROSS

LA Aberdeenshire

Grade of Post On Supply

Why the teaching profession needs a pay rise... because we

will not attract teachers into the  
profession, if we do not value  
their contribution with fair pay.  
I have been a teacher, for 41 years  
and we have been in this  
situation too often

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Name JACKIE M'NAIR

LA SOUTH Ayrshire

Grade of Post CHARTERED  
TEACHER.

Why the teaching profession needs a pay rise...

Our profession is dwindling. We are  
'bleeding' teachers. Also we are not  
attracting graduates into the profession.  
We are 18% behind other graduate  
professions.  
We are worth more. Pay us properly and  
restore our 'real terms' pay.  
Give us what we are due!

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Name Pamela H. Manley

LA Angus

Grade of Post PT Cover/  
Acting DET.

Why the teaching profession needs a pay rise...

to show that we do  
believe that education  
is important in  
Scotland.

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Name JO HILL  
LA ORKNEY

Grade of Post CLASS TEACHER  
PRIMARY (P6)

Why the teaching profession needs a pay rise...

EVERY UNFILLED POST IN SCOTTISH  
EDUCATION LIMITS THE POTENTIAL  
OF OUR PUPILS.

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# Building the Campaign

Following the decision of EIS Executive and Council to launch the Value Education, Value Teachers campaign, built around the 2018 Pay Claim, we have moved into Stage 1 of the campaign. This is based around raising awareness of the 10% pay claim, making the case in support of a significant pay rise for all teachers, and building support for the campaign amongst members, parents and the wider public.

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## Steps taken so far

- Pay settlement for 2017-18 agreed in December 2017, following protracted discussions. EIS clear in accepting the agreement that the days of sub-inflation pay awards has ended, and that teachers will be looking for a substantial boost to pay in 2018.
- Pre-campaign publicity in early January announced imminent launch of Pay Campaign, linked to the 2018 pay claim. Put down a marker to local authorities and Scottish Government, and gained substantial coverage in the Scottish media.
- EIS Council agrees 2018 pay claim, calling for a 10% pay increase for all teachers, at its January meeting. Pay campaign launched with the title of Value Education, Value Teachers.

## Ongoing Steps

- Publicity materials supporting the Value Education, Value Teachers campaign produced and sent to schools. Resources also available on the EIS website, in the dedicated campaign section: [www.eis.org.uk/campaigns/valueteachers](http://www.eis.org.uk/campaigns/valueteachers)
- A social media campaign has been launched, using the hashtags **#ValueEducationValueTeachers** **#EISValueEducation** and **#EISValueTeachers**. We will continue to support the campaign using social media in the months ahead. Please get involved in the online debate, liking and sharing campaign posts.
- Ten reasons why teachers deserve a 10% pay rise have been developed and circulated via social media, using the hashtag **#EIS10for10**. See the back cover of this Bulletin for the 10for10, which will continue to feature prominently as the campaign moves forward.

## Future Steps

- Negotiations on the 10% pay claim via the Scottish Negotiating Committee for Teachers. The claim is submitted formally in early February, with a due settlement date at the start of April.
- In the event that negotiations break down, and no satisfactory offer is received, the EIS could move to a formal dispute with employers. We hope to avoid this by securing an acceptable offer via the SNCT.
- Should the EIS enter dispute, then the potential would exist for a ballot of members on industrial action – a strategy that was agreed by the EIS AGM. Clearly, we hope to avoid this option as industrial action is always a last resort.

Name Sharon Kelly  
LA EAST ABERDEENSHIRE Grade of Post Asst Grade 6

Why the teaching profession needs a pay rise...

*to avoid arriving at the critical stage of it becoming impossible to recruit or retain high calibre teachers in Scotland.*

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Name MIKE PAUL  
LA ARROTHS COTY Grade of Post HT

Why the teaching profession needs a pay rise...

- to reflect the hard work teachers do
- to retain teachers in the profession
- to attract a new generation of teachers
- to recognize the impact of 10 years of austerity on the profession.

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## Get Active, Get Organised, Get Involved

**Get active** - The success of the Value Education, Value Teachers campaign will rely on the active support of members across the country.

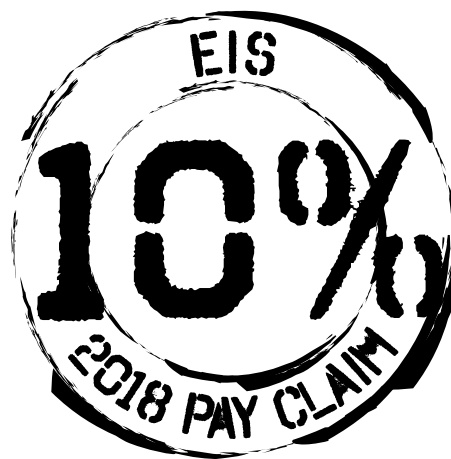
**Get organised** – Attend or arrange meetings in your school to discuss how your branch can support the campaign.

**Get involved** – How can you help the Value Education, Value Teachers campaign at a local level? Speak to your Rep or LA Secretary about local campaigning to help spread the message that Scotland's teachers deserve a pay rise.



# TEN FOR

## Reasons why Scotland's teachers deserve a 10% pay rise:



- 1** Austerity is punishing teachers and damaging education. Teachers' pay has declined (in real terms) by at least 20% (RPI) over the past decade, whilst workload has soared. Scotland's teachers deserve a pay rise.
- 2** Changes to pensions and national insurance, combined with sub-inflation pay settlements, have led to cuts of around 24% in teachers' take-home pay since 2009. Why punish teachers for the mistakes of the banks? Scotland's teachers deserve a pay rise.
- 3** Teacher recruitment is facing a crisis. Schools across Scotland are struggling to recruit teachers – not just in remote areas but also in major cities and in core subjects. Improving pay will attract more people into teaching. Scotland's teachers deserve a pay rise.
- 4** Scotland's teachers have delivered. Despite cuts in teacher numbers and resources, teachers have gone the extra mile to protect pupils at a time of significant curricular change and new qualifications. Workload and stress have soared – whilst pay has been declining. Teachers are delivering more, for less. Scotland's teachers deserve a pay rise.
- 5** Pay is critical to the retention of teachers. 40% of Scotland's teachers are considering leaving the profession (source: Bath Spa University research) This year has seen a surge in teachers over 45 leaving early. Who will replace them? Pay professional salaries to retain professional teachers. Scotland's teachers deserve a pay rise.
- 6** Scotland lags behind the OECD average for teacher pay. Teacher pay has risen, in real terms, in most other European countries over the last 10 years (source: OECD). Why is Scotland cutting pay, while other countries pay more? Scotland's teachers deserve a pay rise.
- 7** Austerity isn't working: Bailing out banks and cutting teacher pay were political choices – they were not inevitable. Why punish teachers while protecting bankers? Scotland's teachers deserve a pay rise.
- 8** Equal pay for equal work! Scotland's college lecturers recently secured a new pay structure, with a top of the scale salary of more than £40k for classroom lecturers – our teachers deserve nothing less. Pay professional salaries to our teachers. Scotland's teachers deserve a pay rise.
- 9** Education needs investment. Austerity is having a serious impact on young people's education. Experienced teachers are leaving, and student teacher places are going unfilled – leading to teacher shortages. Investing in teachers is investing in our young people. Scotland's teachers deserve a pay rise.
- 10** Quality public services need proper funding. If Scotland wishes to have a world class education system, it needs to fund the service fully and to invest in teachers. It is teachers, not politicians, who make the difference in the classroom. Scotland's teachers deserve a pay rise.

**For all of these reasons, and more,  
Scotland's teachers deserve a pay rise!**