

**WRITTEN QUESTION TO THE MINISTER FOR EDUCATION  
BY DEPUTY S.Y. MÉZEC OF ST. HELIER  
ANSWER TO BE TABLED ON TUESDAY 12TH JULY 2016**

**Question**

What process was undertaken to reach the decision that the salaries for Newly Qualified Teachers should be reduced by £8,000 per year and what assessment has he made of how this decision is likely to affect teacher recruitment, given his previous acknowledgement in an Education and Home Affairs Scrutiny Panel quarterly hearing that his department faces difficulties with recruiting teachers?

**Answer**

In 2015 the central human resources team undertook a comparison of teachers' salaries in the UK and Jersey, which showed that Jersey teachers' pay is significantly higher in most cases than for teachers in maintained schools in England, even when the cost of living is taken into account. This informed the decision to propose a reduction in the NQT starting salary in future.

In setting a revised level, the average NQT pay for maintained schools in England were considered together with the rates for inner and greater London, all of which are currently well below Jersey. The rationale was to maintain the Jersey NQTs' pay at a level higher than the national average so that the Island remains attractive to new graduates.

If level 1 of the Jersey teachers' pay were to be reduced to approximately £25,500, NQTs working here would be on a par with colleagues in Greater London and above the national average for maintained schools, which is approximately £22,000. Level 1 for Jersey teachers is currently £33,500 but all NQT teachers recruited in the past four years have started on level three of the teachers' pay scale, which is closer to £38,000.

There is currently an over-supply of primary school teachers in Jersey. Recruitment in that area is not problematic. However, there is a shortage in some subjects at secondary level. It is envisaged that the reduction in NQT wages would give the Education Department the flexibility to offer incentives in harder to recruit areas. This is in line with the MTFP aim of targeting expenditure to where it is most needed or can be most effective.

Adjusting the Jersey NQT starting wage so that there is a greater differential between pay levels would also create a greater financial incentive for teachers to take on positions with greater responsibility.

The Education Minister is not directly involved with the pay and conditions of school staff. This responsibility rests with the States Employment Board. However, any changes to the terms of employment would be the subject of full and appropriate consultation with the teaching unions, with which the Department enjoys constructive, positive relationships.