

# **Joint Union Coordinated Phased Actions Short of Strike**

**Actions (short of strike) in response  
to the derisory pay settlement proposed  
by the Department of Education and rejected  
by all NITC unions in 2021-22**

## **Phase 1 To half-term (with escalation thereafter)**

1. Boycott Assessment arrangements
2. No submission of planners or lessons plans
3. No tasks other than those set out in the Directed Time Budget
4. Meeting limit of one per week of one hour duration (max)
5. No engagement in new initiatives
6. Undertake no unremunerated duties (new or existing)
7. No classroom observation outside of PRSD or EPD
8. Rigorous compliance with Jordanstown Agreement – no cover (including composite classes) outside the 1987/88 Regulations
9. No routine administrative or clerical tasks
10. Principals data boycott (outside Annual census or monthly returns)
11. Principals not to forward Governors Minutes to employers
12. Members are not to complete any part of the School Development Plan
13. No co-operation with Governors' meetings after 5:00pm

**For further, more detailed, guidance – please read overleaf**

# Joint Union Coordinated Phased Actions Short of Strike

In response to the derisory pay settlement proposed by the Department of Education and rejected by the Northern Ireland Teachers Council in 2021-22, subject to endorsement the actions (short of strike) in half termly escalation will be as follows;

## Phase 1 (to Oct 31st)

1. Members shall continue with the boycott of new Assessment Arrangements.  
Non-engagement with end of Key Stage assessments or assign levels of progression for internal (e.g., tracking data) and/or external moderation at foundation and key stages one, two and three.
2. Members are not to submit their teacher planners or lesson plans to members of the Senior Management Team or anyone acting on their behalf.
3. Members instructed not to undertake any additional tasks that have not been budgeted within their individual DTB\*.  
School leaders are instructed not to take on the additional work arising.
4. Members shall only be available to attend one formal school meeting per week of no more than one hour duration outside of the normal pupil day.
5. Members are not to promote, facilitate or engage with any new initiatives with the exception of PLPs for 'Phase One' schools, or new working practices originating in-school, from the Department of Education or other arms' length bodies, including the School Improvement Strategy, which has not been workload impact assessed and accounted for within the DTB\*.
6. Members are not to undertake any existing or new unremunerated duties or responsibilities.
7. Members are not to accept or cooperate with any classroom observation outside of Induction and Early Professional Development and the Performance Review and Staff Development (PRSD) Scheme, which stipulates classroom observation of one hour per year with a maximum of two visits. Members currently at UPS3 or at the top of their Individual School Rate (ISR) not to cooperate with or undertake any work related to their own Performance Review and Staff Development (PRSD) process.
8. Members shall adhere strictly to the directives contained within the Teachers' (Terms and Conditions of Employment) Regulations (NI) 1987/88. They will not undertake any cover (including temporary compositing of classes) for absent colleagues outside of the requirements of the 1987/88 regulations.
9. Members (unless paid a specific teaching allowance and time is allocated on the time budget) are not to carry out any routine non-Qualified Teacher Status (QTS) administrative or clerical tasks.
10. Principal members are not to provide information or data to the employing authorities relating to staff or pupils outside of the Annual Census and monthly return.
11. Principal members are not to forward BoG minutes to the employing authorities
12. Members are not to complete any part of the School Development Plan (SDP).
13. Principal members are not to facilitate or attend Board of Governors' (BoGs) meetings after 5.00 pm.

**\*Members should contact their union if they still do not have an individual directed time budget for the 2022/2023 academic year.**