

Rt. Hon. Michael Gove MP  
Secretary of State for Education  
Department for Education  
Sanctuary Buildings  
Great Smith Street  
London  
SW1P 3BT



18 March 2013

Dear Michael

We write to inform you that today the NASUWT and the NUT have announced an escalation of our jointly co-ordinated action.

Since we wrote to you regarding our joint declaration in May 2012, we have sought every opportunity to engage with you in order to resolve our disputes with you. A resolution should have been achieved by now had you chosen to enter into genuine negotiations with us. Alas, all of the discussions we have had with you and your officials over the last ten months have been restricted to the implementation of your proposals and there has been a failure by you to engage in proper consultation on fundamental changes to teachers' terms and conditions of service, and you have remained resolutely unwilling to negotiate with us on your plans for reform.

Morale across the profession has reached dangerously low levels and is continuing to decline as a result of imposed changes adversely affecting teachers' pay, pensions, working conditions and job security.

Given your refusal to engage in any genuine dialogue to resolve our disputes, we have been left with no choice but to put in place plans to escalate our industrial action. This escalation will include:

- the continuation of the current parent and pupil friendly action short of strike action instructions and an escalation of this action;
- a rolling programme of national strike action commencing on 27 June 2013; and
- a rolling programme of strike action which will continue into the Autumn term and will include a one-day all-out national strike before the end of the Autumn term, unless you respond positively to our demands.

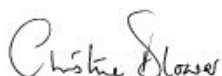
The NASUWT and the NUT are committed to committing our resources to genuine dialogue in order to resolve our disputes with you. We firmly believe that further escalation of industrial action is avoidable provided that you will agree as a matter of urgency to:

- commit to genuine engagement in a dispute resolution process by establishing a series of meetings in the Summer term 2013 with the NASUWT and the NUT chaired by yourself to address the issues under dispute;
- suspend the implementation of the changes proposed to the School Teachers' Pay and Conditions Document pending the outcome of these discussions; and
- publish the valuation of the Teachers' Pension Scheme conducted on the basis of the 2010 criteria and factors and commit to genuine discussions on its findings.

A positive response from you to our demands would be in the best interests of the children and young people in our schools and colleges as it would help arrest the disturbing collapse of morale that we have seen in the teaching profession over the last two years. It would also help to avoid the major teacher recruitment and retention problems that your plans will cause.

We hope you will now acknowledge that there is a pressing need for you to engage with the NASUWT and the NUT, who together represent 9 out of 10 teachers. We urge you to enter into genuine and meaningful negotiations and show your commitment to seek to address the concerns of our members who play a vital role in delivering a world-class education system for our children and young people.

Yours sincerely,



**NUT**  
**General Secretary**



**NASUWT**  
**General Secretary**