Dear Scrutiny,

I am writing to let you know how the current growth bid I-ELL-B26-002 Teachers' Terms and Conditions[1] has been received in schools by teachers (our members).

I-ELL-B26-002 Teachers' Terms and Conditions[1]

This investment supports a key priority for Jersey's education system which is giving teachers the time and support they need to deliver high-quality learning. From 2026, planning, preparation, and assessment (PPA) time will be increased by slightly reducing weekly teaching hours, introduced gradually and requiring the equivalent of up to 23 additional teachers. This forms part of a wider programme to enhance teachers' terms and conditions. The benefits are significant. More PPA time will enable teachers to tailor lessons to the needs of all learners, including those with special educational needs, raising the overall quality of education. It will also support teacher wellbeing and retention, reduce recruitment pressures, and allow for more flexible working. Most importantly, this investment will help ensure that children and young people continue to benefit from a strong, consistent, and high-performing education system.

We conducted a survey in April and found that there was a change in additional PPA (Planning and preparation time) by only 24% of our members. The funding was available since January 2026, but CYPES have allowed the implementation to start from September 2026. This reflects an inconsistent approach by schools in the adaptation of the policy to increase PPA for teachers. There is no indication that the additional funds January to September have been used by schools to facilitate additional resources towards workload reduction. Some schools have managed to implement this additional PPA to all staff, whilst others have not seen this benefit. SA (supplementary allowance) point holders, have frequently reported not seeing a benefit in a reduction in planning time. In other schools there has been no tangible change to the amount of PPA time from 2025 working hours as staff were seen to be slightly under the threshold and so not seen eligible to gain additional PPA; even though their roles may require additional time eg: for marking of examination classes.

We have also noted through further surveys this year, that schools are not keeping to the contractual hours of the teacher's terms and conditions 2013 document. School days are longer than the contact hours stipulated on P5 (see attached document) that are represented below.

Foundation Stage and Key Stage 1 :	23 hours 45 minutes
Key Stage 2:	25 hours
Secondary :	26 hours 15 minutes

Staff are entitled to a minimum of 10% or 2hours 30mins non-contact -Planning and preparation time (PPA). Following the States assembly passing the motion I-ELL-B26-002 to support with an additional hour of PPA in Dec 2025, the non-contact time should be 3hours 30mins or 14%.

The school week creates the basis of contracts, with regards to what contact time is and is not. Part-time staff have a direct proportion of their contact and non contact hours calculated using these hours.

Schools have shown 'creep' over time and, therefore, have adopted working days with longer contact time than the hours described above. This is one factor that is leading to additional working hours as stipulated by the majority of staff in surveys (the school survey from 2025[2] and other teacher's surveys in 2017[3] and 2021[4], outline staff are working 49-53 hours / week and comparable to UK data[5]).

CYPES are currently proposing an extension to the contact time in the current terms and conditions proposals to be put forward to SEB within the month, from the hours within our 2013 terms and conditions, as outlined above. This will not only be a detriment to our working hours, but also be contrary to the statement "planning, preparation, and assessment (PPA) time will be increased by slightly reducing weekly teaching hours" in I-ELL-B26-002.

If the proposals are adopted by SEB, the teaching hours will increase, and the percentage of PPA to contact time will decrease, from the current 2026 hours.

The proposals in the 2027 budget will be incongruous as they state "slightly reducing weekly teaching hours", which is contrary to the employer's terms and conditions proposals for 2027.

When the SEB approved an increase in PPA time in 2025, it has been unclear if the union's proposals of a 3 hour or 20% increase in PPA time was put forward, we have been unable to find out if this proposal was brought forward. 20% of the teaching week as PPA is a position that the NEU is working towards nationally. [6] This also represents the proposals to reduce working hours locally from those reported in the surveys previously outlined.

CYPES leadership have not put forward any financial proposals in this year's budget as "part of a wider programme to enhance teachers' terms and conditions", or to look at reducing reported overall worked hours further. They have yet to release feedback from teachers over the impact in 2026 of I-ELL-B26-002 in "giving teachers the time and support they need to deliver high-quality learning".

Kind regards,

NEU Jersey

References:

1. 2027 Budget

https://www.statesassembly.je/getmedia/536878a3-e0e9-408d-9639-5e8205aabd3d/R-19-2026.pdf?ext=.pdf (see P151 or P18 of annex)

2. 2025 Survey

Jersey Schools and Colleges Survey 2025 report.pdf (see P9)

3. 2017

Teachers' Survey 2017-2018

4. 2021 Teacher's survey

Jersey Teachers' Survey 2021 - 2022 (P 12)

5. UK data:

https://assets.publishing.service.gov.uk/media/69f1fe220bb62e692c5d6e27/WLTL_Wave_4_research_report.pdf (See P25)

6. NEU national PPA strategy

https://neu.org.uk/advice/your-rights-work/workload-and-working-hours/ppa-time