



# TOWARDS A NEW SECTORAL AGREEMENT

**MALTA – 30<sup>th</sup> May 2024 at 4.00pm @ De La Salle Gym, Birgu**

**GOZO – 31<sup>st</sup> May 2024 at 2.00pm @ Bishop Conservatory Girls Secondary, Victoria**

# INTRODUCTION

- During this presentation we will go through the new Sectoral Agreement
- We will focus on all changes
- We will not go into detail about areas where there were no changes from the current agreement
- The agreement must be seen as a whole and not in parts. All clauses are tied to each other

# THE SECTORAL AGREEMENT

- Negotiated between the MUT and the Government
- Effective from 1<sup>st</sup> January 2023 to 31<sup>st</sup> December 2027 (5 years)
- Once signed, the agreement shall remain in force until a new agreement is signed
- Parties pledge to start negotiations on a new agreement 6 months before 31<sup>st</sup> December 2027

# THE SECTORAL AGREEMENT

- The only agreement for educators employed by the State
- The agreement of educators in Church Schools will be modelled on the Sectoral Agreement.
- It will be negotiated in the weeks following the Sectoral Agreement



# THE GRADES

Grades included in the agreement (as they are currently known):

- Teacher, Education Officer, Kindergarten Educator, Head of Department, Learning Support Educator, Assistant Head, Head of School, Centre Administrator, Learning Support Centre Coordinator
- Supply Teacher, Supply KGE, Supply LSE.

# THE GRADES

Changes in grades:

- Centre Administrators to become Heads of School
- Learning Support Centre Coordinators to become Head of Department (LSC) – new grade
- Assistant Head to change name to Deputy Head

# THE GRADES

- Changes in grades:
- LSE1, LSE2, LSE3 to become LSE (in different scales)
- KGE1, KGE2, KGE3 to become KGE (in different scales)
- New grade of Senior Teacher
- New grade of HOD (Kindergarten)

# POSTS OF RESPONSIBILITY

- All posts of responsibility shall have a dedicated SOP to capture the work and duties. This shall be done in discussion/agreement with MUT
- Form Teacher duties to be compensated by two lessons instead of one
- Teacher Librarian shall receive mid-day supervision payments for all breaks carrying out library duties.
- Reinforcement of the Guidance Teachers in primary schools (without a teaching load) with an established complement per school

# THE SCHOOL YEAR

- NO changes in holiday periods
- Compensation for ALL public holidays falling during weekend now included
- NO changes in school hours
- School year for students shall finish six working days before the 6<sup>th</sup> July -ensures six working days after students leave

# THE SCHOOL YEAR

- Year 11 students including CCP groups to stop attending at the end of the 2<sup>nd</sup> term
- Parents days shall become two full days without students. Parents evenings shall be stopped
- Schools to close 3 hours before closing time for a 2-hour Celebration in the evening. If the event takes longer than 2 hours, the additional hours will be compensated by time in lieu.



# EXAMS/ASSESSMENT

- If a half-day shall exceed 3.75h due to exams, there shall be compensation in time in lieu
- Teachers and HODs may carry out corrections off-site during the 6 correction days at the end of the school year
- There shall be one additional DHoS in secondary schools to coordinate national assessment

# EXAMS/ASSESSMENT

- Exams of year 11 shall be held six weeks before the end of term 2
- External invigilators for Year 11 examinations shall be provided for core subjects
- The correction days for Year 11 have been increased to ten working days

# RESOURCE CENTRES

- Resource centres shall be renamed as schools
- These schools shall report to the respective Colleges
- Revised class ratio of 1 teacher and 4 LSEs (currently 1 teacher and 3 LSEs)
- Head of School can request to be deployed to mainstream upon obtaining the relevant qualification or after 10 years of service as Head
- All educators shall benefit from an improved special education programme allowance

# LEARNING SUPPORT CENTRES

- Shall be administered by HOD (LSC) – new grade
- LSC shall report to the respective Colleges
- All educators shall benefit from improved special education programme allowance

# SCHOOL ADMINISTRATOR

- New grade of School Administrator (Scale 11) to be deployed in all schools
- Responds to the Head of School and SMT (not the College)
- Responsible for the school building and facilities during and beyond school hours
- Enables SLT to focus on administrative and curricular matters

# PROFESSIONAL DEVELOPMENT

COPE to change name to Professional Development Sessions:

- Total of 40 hours Professional Development Sessions per school year –no changes
- 28 hours without students present (out of which 12 hours for SDP) – no change; ‘without students’ added
- Remaining 12h consisting of preparation, videos or other material to be viewed during school hours –previously undefined



# HEALTH AND SAFETY

- Ministry shall no longer engage contractors responsible for H&S services in schools
- H&S teachers are no longer a 'dying grade'
- Risk assessments to be carried out by peripatetic H&S teachers together with their current duties related to training etc.

# HEALTH AND SAFETY

- In Middle, Secondary and Post Secondary schools there shall be at least one H&S Teacher per school and up to two H&S teachers if the school population exceeds 600 students
- There shall not be any deployments of incumbents if the current number of H&S Teachers in a school is in excess of the new ratio

# FIRST AIDERS

- Increase from two first aiders to a minimum of three first aiders per school
- If the school population exceeds 350 students, an additional first aider shall be allocated for every 200 students
- Schools with annex/es shall have a dedicated first aider in each annex
- Training held after school hours shall be remunerated
- Improved allowance for the role

# MAV COLLEGE SCHOOLS – ART/DRAMA/MUSIC/PERFORMING ARTS

- SLT will consist of a Head of School and a Deputy Head
- Schools may be given an additional Deputy Head as required
- All full-time educators to start receiving the improved Special Education Allowance
- Total hours of work to be aligned with educators in mainstream
- Part-time educators to be paid at an improved rate based on scale 7

# RECOGNITION OF PRIOR EXPERIENCE

- Educators who did not benefit from the Bridging (2013) or the Mobility (2015) agreements will have their prior experience recognised
- All years of 'regular' experience of educators shall be considered for the computation of salaries/allowances
- Employees who were employed on a definite supply contract when they were fully qualified shall have their year/s recognised for salary/progression

# RECOGNITION OF PRIOR EXPERIENCE

- A 2:1 formula shall be used to recognise years as a supply grade prior to obtaining regular status if applicable. Applicable also to those who benefited from Bridging or Mobility
- Adjustment of salaries/allowances shall be applicable with effect from 1<sup>st</sup> January 2023
- Experience outside EU to be evaluated on a case-by case basis.



# PAID STUDY LEAVE

- Educators who take one year Paid Study Leave Scheme (A) shall start to receive the allowances besides the basic salary
- This shall apply from 1<sup>st</sup> January 2023
- The four years undertaking period shall now start from the date of return to work and not from the completion of studies

# PAID STUDY LEAVE

- Educators may utilise a bank guarantee instead of a hypothec for the undertaking period of the scheme
- Educators who take Paid Study leave Scheme (B) of shorter periods shall now be eligible to take Paid Study Leave Scheme (A)

# PAID/UNPAID STUDY LEAVE

- Educators shall now be able to carry out part-time work during paid study leave with the permission of the Permanent Secretary
- Educators who take unpaid study leave shall now have the years of unpaid study leave recognised for salary and progression purposes

# LAPTOPS

- Prior to the expiry of the current contract for the distribution of laptops to educators, the Ministry shall carry out a study regarding the replacement of devices
- Based on the outcome, there shall be a decision discussed with MUT whether to provide a fund to educators or whether to continue to provide the laptop

# LEAVE

- Special leave to be increased from 31.25 hours to 34 hours from Scholastic year 2024/2025
- 35% of special leave can be transferred to the next scholastic year
  
- New/redefined leave - Temporary absence of 12 hours
- Cannot be taken in the first 45mins and the last 45mins of the school day
- Cannot be added to other leave

# KINDERGARTEN

- Non-contact time for KGEs to be increased from the current 1.5 hours (90 mins)
- From scholastic year 2024/2025 it shall increase to 2.0 hours
- From scholastic year 2025/2026 it shall increase to 2.5 hours
- 60 mins of the non-contact time can be used for meetings
- New grade of HOD (Kindergarten)
- Eligible for the post - teachers ECEC and KGEs
- Criteria similar to HOD (Inclusion)



# SOPS, MANUALS AND PROTOCOLS

- Timeframes have been established to revise or establish SOPS, Manuals and Protocols. This list is not exhaustive:
- Sixth Forms
- Security in schools
- Discipline
- Job descriptions
- Migrant Learners
- Reach Units
- Resource Centres
- Other

# SOPS, MANUALS AND PROTOCOLS

- SOPs shall also be revised or established for internal posts within a stipulated timeframe. The following list is not exhaustive
- Eko Skola
- SPLD
- King's Trust
- Peripatetic services
- Support services
- Other

# OTHER PROVISIONS

- Educators in the Sectoral Agreement and in the Agreement for Student Support Services grades may now move laterally
- Coordinator role in Sixth Forms is now regulated. No effect on Coordinators in the post but new Coordinators will alternate every two years in accordance with the seniority

# OTHER PROVISIONS

- Educators shall have the option if they wish so to register their children in their school even if it is out of locality
- Educators on alternative duties on medical grounds shall start to receive the respective allowance of general service grades
- Reach Units – revised class ratio of 1 teacher and 4 LSEs
- LSE class support to proceed up to Year 6. Middle schools and secondary schools shall retain the current system.

# FINANCIALS – ALL GRADES

- **Progression** – duration in one scale and shift to the next
- **Assimilations** – when an employee is moved from a scale to another due to an agreement
- **Allowances** – various
- All of these were improved in the new agreement

# SUPERVISION

- Improved rate now worked out on the maximum of scale 8 (instead of the minimum of scale 9)
- Mid-morning - Ratio of 1:40 unchanged
- Mid-day - Ratio of 1:40 revised to up to 1:20. This will depend on the voluntary uptake of educators
- HoS and DHoS to carry out overall supervision during the mid-day break over and above the established ratio
- Schools can request additional supervision points by making a request to a new 'board of supervisions'

# SUPERVISION

- Mid-day break Clubs shall be over and above the established ratio
- Morning/afternoon supervision ratio of 1:50 to be worked out on the whole school population and not on the students taking transport
- Up to 3 SLT members over and above in the morning, and afternoon also to coordinate replacements
- Breakfast club coordinator shall be over and above the breakfast club ratio



# PAYMENTS

- Payment of 15mins to all LSEs who do not take a break – established rate
- Payment of extra lessons in Middle Schools and Secondary Schools when exceeding 25 lessons – established rate
- Payment when exceeding 25h contact in primary – established rate

# SUPPLY GRADES

- Fully qualified teachers in an area but teaching in a different area shall no longer be employed as a supply teacher but as a regular teacher
- Adaptation course to be offered to become fully qualified teachers in the area taught
- Those already in employment will be assimilated as a regular grade with the proviso to carry out a short adaptation course

# SUPPLY GRADES

- All supply grades will be offered free courses run by the Ministry to become eligible for regular employment
- The years of service of supply grades shall be recognised on the formula of 2:1, 1 year for every 2 years in employment as a recognition of the supply service upon obtaining regular employment

# SUPPLY GRADES SALARY SCALES

- Supply educators Scales are being improved.
  - Supply teacher MQF 4 – From Scale 12 to Scale 11
  - Supply teacher MQF 5 – This is a new grade at Scale 10
  - Supply teacher MQF 6 – From Scale 10 to Scale 9
  - Supply KGE/LSE - From Scale 15 to Scale 14
- This shall be backdated from 1<sup>st</sup> January 2023

# SUPPLY GRADES ALLOWANCES

- Improved allowances backdated from 1<sup>st</sup> January 2023:

Supply grades allowances	current	2023	2024	2025	2026	2027
Teacher MQF 6/7/8 (at Scale 9)	625	1100	1300	1500	1700	1900
Teacher MQF 5 (at Scale 10)	575	1000	1200	1400	1600	1800
Teacher MQF 4 (at Scale 11)	575	900	1100	1300	1500	1700
KGE/LSE (at Scale 14)	500	800	1000	1200	1400	1600

## 20+ ALLOWANCE

- ALL regular grades shall receive a 20+ allowance
- This allowance recognises the years of service of the educator and is issued following the completion of 20 years of service
- The total years of service of a regular grade now also include the total years as a supply grade if applicable
- The 20+ allowance for all grades is **Eur 2000** pa

# KGE/LSE SALARY SCALES

KGE and LSE Salary Scales are being improved:

- The entry scale for a supply KGE/LSE and a KGE1/LSE1 is currently at Scale 15
- A KGE/LSE (certificate) is currently at Scale 15/14/13
- A KGE/LSE (certificate) will now be at Scale 13/12/11\*
- The progression from scales 13 to 12 is five years
- \* A KGE/LSE (certificate) with 10 years experience shall be in Scale 11  
All years of experience including supply will be counted.
- Applicable to ALL KGE/LSE in employment and who shall be employed following the agreement
- This shall be backdated from 1<sup>st</sup> January 2023



# KGE/LSE SALARY SCALES

KGE and LSE Salary Scales are being improved:

- A KGE/LSE (diploma) is currently at Scale 12/10
- A KGE/LSE (diploma) will now be at Scale 11/10/9\*
- The progression from scales 11 to 10 is five years
  - \* A KGE/LSE (diploma) with 20 years experience shall be in Scale 9  
All years of experience including supply will be counted
- Applicable to ALL KGE/LSE in employment and who shall be employed following the agreement
- This shall be backdated from 1<sup>st</sup> January 2023

# KGE/LSE SALARY SCALES

KGE and LSE Salary Scales are being improved:

- A KGE/LSE (degree) is currently at Scale 10/9
- A KGE/LSE (degree) will now be at Scale 9/8
- The progression from scales 9 to 8 is five years
- Applicable to ALL KGE/LSE in employment and who shall be employed following the agreement
- This shall be backdated from 1<sup>st</sup> January 2023

# KGE/LSE ALLOWANCES

- Improved allowances backdated from 1<sup>st</sup> January 2023
- Showing totals of work resource allowance and class allowance
- To add the new 20+ allowance of **Eur 2000** where applicable

	Scale	Current	2023	2024	2025	2026	2027
<b>LSE/KGE</b>	8	2,600	5000	6000	6500	7000	9000
<b>LSE/KGE</b>	9	2,450	4500	5500	6000	6500	8500
<b>LSE/KGE</b>	10	2,450	4000	5000	5500	6000	8000
<b>LSE/KGE</b>	11	2,150	3500	4500	5000	5500	7500
<b>LSE/KGE</b>	12	2,080	3000	4000	4500	5000	7000
<b>LSE/KGE</b>	13	2,030	2500	3500	4000	4500	6500
		1,980					

# TEACHERS PROGRESSION

- Teachers progression is being improved
- Teachers with MQF6/7 teaching qualification currently enter at scale 9
- The progression from scale 9 to scale 8 is currently 8 years
- With the new progression, a teacher with MQF7 or with the old B.Ed. (Hons)/PGCE shall progress to scale 8 after 2 years (instead of 8 years)
- Also with the new progression, a teacher with MQF 6 or with an exit qualification before completing MTL /M.Ed shall progress to scale 8 after 4 years (instead of 8)
- This shall be backdated from 1<sup>st</sup> January 2023

# TEACHERS PROGRESSION

- Teachers progression is being improved
- Teachers at scale 8 currently progress to scale 7 after 8 years
- With the new progression, a teacher at scale 8 shall progress to scale 7 after 5 years (instead of 8 Years).
- There will be a new working of progression of all grades backdated from 1<sup>st</sup> January 2023 to determine the new progression of the teacher
- This shall be backdated from 1<sup>st</sup> January 2023

# SENIOR TEACHER

- A new grade of Senior Teacher is being introduced
- The Senior Teacher shall be at salary scale 6
- The Senior Teacher shall be part of the SLT
- The duties, besides teaching include providing administrative and curricular support

# SENIOR TEACHER

- A Senior Teacher shall be appointed following a call for applications for teachers who have 20 years or more experience
- As a one time only provision, appointed Senior Teachers who have accumulated 20 years experience on 1<sup>st</sup> January 2023 or later shall have the backdating of the grade and shall receive arrears due.



# TEACHER ALLOWANCES

- Improved allowances backdated from 1<sup>st</sup> January 2023
- Showing totals of work resource allowance and class allowance (+ responsibility allowance in case of Senior Teacher)
- To add the 20+ allowance of **Eur 2000** where applicable

	Scale	Current	2023	2024	2025	2026	2027
<b>Senior Teacher</b>	6		7000	8000	8500	9000	11000
<b>Teacher</b>	7	3,700	6500	7500	8000	8500	10500
<b>Teacher</b>	8	3,300	6000	7000	7500	8000	10000
<b>Teacher</b>	9	3,000	5500	6500	7000	7500	9500

# DHOS/HOD SALARY AND PROGRESSION

- DHoS/HOD salary and progression is being improved
- DHoS/HOD are currently in Scale 6 without progression
- DHoS/HOD shall now have a new progression to Scale 5
- Scale 5 will become their scale
- A DHoS/HOD with a total of 20 years experience which includes 5 years as a DHoS/HOD shall progress to Scale 5
- This shall be backdated to 1<sup>st</sup> January 2023 or later depending when the DHoS/HOD became eligible to progress to the new scale

# DHOS/HOD ALLOWANCES

- Improved allowances backdated from 1<sup>st</sup> January 2023
- Showing totals of work resource allowance, class allowance and responsibility allowance
- To add the 20+ allowance of **Eur 2000** where applicable

	Scale	Current	2023	2024	2025	2026	2027
DHoS/HOD	5	4,000	8000	9000	9500	10000	12000
DHoS/HOD	6	4,000	7500	8500	9000	9500	11500

# HOS/EO SALARY AND PROGRESSION

- HoS/EO salary and progression is being improved
- HoS/EO are currently in Scale 5 without progression
- HoS/EO shall now have a new progression to Scale 4
- Scale 4 will become their scale
- A HoS/EO with a total of 25 years experience which includes 5 years as a HoS/EO shall progress to Scale 4
- This shall be backdated to 1<sup>st</sup> January 2023 or later depending on when the HoS/EO became eligible to progress to the new scale

# HOS/EO ALLOWANCES

- Improved allowances backdated from 1<sup>st</sup> January 2023
- Showing totals of work resource allowance, class allowance and responsibility allowance
- To add the 20+ allowance of **Eur 2000** where applicable

	Scale	Current	2023	2024	2025	2026	2027
HOS/EO	4	6500	9000	10000	10500	11000	13000
HOS/EO	5	6500	8500	9500	10000	10500	12500

# HOS SCHOOL POPULATION ALLOWANCE

- Improved School Population allowance for HOS
- Backdated from 1<sup>st</sup> January 2023

School population	current	new
over 800	1800	2500
651-800	1500	1700
501-650	1200	1400
351-500	900	1100
201-350	600	800
under 200	300	500

# OTHER ALLOWANCES

- Improved Shared Allowance, Special Education Programme Allowance and First Aider Allowance.
- A new Primary Load allowance to teachers to recognise the discrepancy in the load of teachers of primary compared to teachers of middle/secondary
- They are backdated from 1<sup>st</sup> January 2023

	Current	New
<b>Shared</b>	300	500
<b>Primary Load</b>		1000
<b>Special education</b>	500 to 750	1000
<b>First Aider</b>	300	1000



# CASH PAYMENT

- As a one-time only provision
- In recognition of the work of educators
- All educators, regular and supply included in this agreement and who are in employment shall receive a cash payment of:

	One-time only
<b>CASH PAYMENT</b>	<b>EUR 1000</b>

# FINAL PROCEDURE

- In line with the statute we shall be having four representatives from this meeting to oversee the voting process
- The process is audited by an independent auditing company and these four representatives shall meet Officials and the Audit Company to oversee the process.
- The meeting with the Audit Company is scheduled on Monday early afternoon.
- Members who would like to volunteer are asked to come here

# QUESTIONS

- Please come forward near the top table for any questions
- Thanks for your support throughout
- We would like to thank the MUT Council, MUT Staff, Working Groups and all Members

Marco, Elaine, Chris