



# TOWARDS A NEW SECTORAL AGREEMENT

UPDATED PRESENTATION 1<sup>ST</sup> JULY 2024

# 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
- Updates from the previous version shall be highlighted in **yellow\***

# 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 SLT (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 total service includes also years of service in any grade within this agreement or in previous sectoral agreements\*
- The 20+ allowance for all grades is Eur 2000 pa

\*amendment

# 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.
- References to awards at level 5 have been changed to certificate at level 5\*
- 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

\*amendment

# 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 **15 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

**\*amendment**



# 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 **3 years\*** (instead of 8)
- This shall be backdated from 1<sup>st</sup> January 2023

**\*amendment**

# 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
- The appointment to Senior Teacher does not imply deployment. Deployment may be effected through an individual request or if one's subject / duties are no longer required in the particular school\*

\*amendment

# 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
Senior Teacher	6		7000	8000	8500	9000	11000
Teacher	7	3,700	6500	7500	8000	8500	10500
Teacher	8	3,300	6000	7000	7500	8000	10000
Teacher	9	3,000	5500	6500	7000	7500	9500



# TEACHER ALLOWANCES\*

- An additional allowance shall be granted to Teachers in Salary Scale 7 and who have more than 15 years of service as Teacher according to the below table:

Years	Annual Allowance
more than 15 years of experience	€960 per annum
more than 16 years of experience	€1,500 per annum
more than 17 years of experience	€2,000 per annum

- This additional allowance shall cease to be paid if the employee is appointed as Senior Teacher in Scale 6

\*amendment

# TEACHER ALLOWANCES\*

- Teachers in Salary Scale 7 with more than 15 years of service and who are promoted to a higher grade within the Education Class following a call for application shall not receive a lower total take home pay upon appointment. In cases whereby it results that following appointment one would be in a receipt of a lower total take home pay, they shall be awarded an ad-hoc cash payment to make up for the difference
- This additional allowance is separate from the 20+ allowance
- This allowance shall be backdated to 1<sup>st</sup> January 2023

# 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 **who have an appointment in primary\*** 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

\*amended

# 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
CASH PAYMENT	EUR 1000

# FINAL PROCEDURE

- In line with the statute we shall be having ONE representative from this meeting to oversee the voting process
- The process is audited by an independent auditing company and the FIVE representatives (four were nominated during the meeting held in Malta) shall meet Officials and the Audit Company to oversee the process.
- The member who would like to volunteer is asked to come forward

# QUESTIONS

- Thanks for your support throughout
- We would like to thank the MUT Council, MUT Staff, Working Groups and all Members

Marco, Elaine, Chris