



Ein Cyf/Our ref: MA-P/KW/5823/19

Mrs Sharron Lusher
Chair
Independent Welsh Pay Review Body
C/o:
Secretariat
Independent Welsh Pay Review Body
Secretariat@ewc.wales

26th February 2020

SCHOOL TEACHERS' PAY AND CONDITIONS

YEAR 2 REMIT: MATTERS FOR REPORT

Dear Sharron,

This is the first year in which schools across Wales are implementing new pay policies influenced by the recommendations of a pay review body in Wales and for Wales. Thank you once again for your work and that of the Independent Welsh Pay Review Body (IWPRB) over the last year.

I am now writing to set out the issues on which I'm asking for recommendations for the 2020/21 pay award.

This Welsh Government is investing in the excellence of our teachers. We are delivering the single biggest investment in the profession since devolution, we have ensured the biggest immediate uplift in starting salaries anywhere in the UK and teachers across Wales are benefitting from the most comprehensive professional learning programme available at any-time, or anywhere, in the history of education in the UK.

We have prioritised this investment in teachers, despite the ongoing and cumulative effect of the UK Government's restrictions and reductions to Wales's budget.

Additionally, I have been very clear that teachers and leaders in our schools in Wales should suffer no detriment in their pay and conditions as a consequence of the devolution of pay and conditions.

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Rydym yn croesawu derbyn gohebiaeth yn Gymraeg. Byddwn yn ateb gohebiaeth a dderbynnir yn Gymraeg yn Gymraeg ac ni fydd gohebu yn Gymraeg yn arwain at oedi.

We welcome receiving correspondence in Welsh. Any correspondence received in Welsh will be answered in Welsh and corresponding in Welsh will not lead to a delay in responding.

In raising standards for all, reducing the attainment gap and ensuring an education system that enjoys public confidence and is a source of national pride, it is important that teachers' pay and conditions are based on the values of equity and excellence. We can be proud of our inclusive, high-quality, public service education sector.

In that context, the IWPRB is tasked with recommending reforms that should be made to teachers' pay, terms and conditions to help raise the status of the profession and best support the recruitment and retention of high quality teachers and leaders in all schools.

In considering these matters it is important to be conscious of the need to recognise the different challenges associated with different posts, and to ensure that all teachers and leaders in our schools feel incentivised to take on these differing and challenging roles, in line with fair work principles.

I note the comment in your first report, which refers to the need for "a fundamental review of teachers' and leaders' pay and conditions in Wales". For the first year of considerations, the remit letter directed the IWPRB to make recommendations relating to pay, and not conditions, due to the need for a period of stability in the initial transitional phase following the devolution of these powers. Notwithstanding similar considerations for Year 2, should you believe these necessary, this remit also requires consideration of medium / longer term planning.

The IWPRB's considerations should seek evidence not only on the immediate concerns to be implemented from September 2020, but should reflect also on the appropriateness of the current overall structure of pay and conditions for the profession.

Such longer term considerations need to be studied in quite close detail in association with all key stakeholders, particularly with those representing the profession. Any medium / longer term recommendations in your report will be discussed and, if appropriate, developed in partnership with relevant stakeholders.

Considerations to which the Independent Welsh Pay Review Body is to have particular regard

These considerations are:

- the need to ensure consistent and reasonable pay arrangements which encourage teacher professionalism together with supporting recruitment and retention of sufficient quality and quantity of teachers and leaders;
- recruitment and retention data;
- wider economic and labour market conditions, including the public sector financial context;
- identification of cost of any proposed changes to pay and conditions;
- a need for coherence across the teachers' pay system in Wales, providing simplification and standardisation that can be applied to all teachers and school leaders in Wales.

The IWPRB must also have regard to relevant legal obligations of relevant bodies, particularly equalities legislation relating to: age, disability, sex, marital status, sexual orientation, gender reassignment, race, religion or belief, or pregnancy and maternity.

Matters for Recommendation

I refer to the IWPRB the following matters for recommendation in light of the considerations above:

a) For implementation from September 2020

What adjustments should be made to the salary and allowance ranges for classroom teachers, unqualified teachers and school leaders, to ensure the teaching profession in Wales is promoted and rewarded to encourage recruitment and retention of high quality practitioners? These should include specific reference to:

- Pay range levels from 2020;
- Potential reintroduction of national pay scales;
- Consideration of current requirements relating to annual pay progression linked to performance;
- Consideration of flexibilities within school pay policies to determine teachers' pay levels within set limits;
- Desirability of "pay portability" allowing teachers to retain pay levels when changing roles and/or moving schools; and
- Consideration of a national scale for TLRs.

b) For longer term consideration

Whether the existing structure for teachers' pay, terms and conditions is fair and appropriate for all school leaders and teachers in Wales; and, if not, then provide an outline agenda for discussion by key stakeholders of:

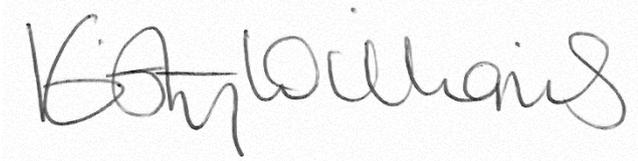
- Whether the distribution of workload and responsibilities across the profession in Wales is adequately and fairly reflected within the existing pay and allowances structure. This should include a review of matters relating to:
 - Calculation and distribution of Leadership Pay
 - Headteachers accountable for more than one school
 - Calculation, distribution and eligibility of all allowances
 - Teacher and unqualified teacher pay ranges and movement between ranges
 - Leading Practitioner Pay Range.
- Short and/or medium term amendments to remedy particular items of concern identified following consideration of stakeholders evidence.
- Potential longer term outline amendments to the current structure.

Timescale for report

In order to allow adequate time for consideration of and consultation on your recommendations, I require you to report to me by mid-June 2020.

I look forward to receiving your recommendations.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Kirsty Williams', is centered on a light grey rectangular background.

Kirsty Williams AC/AM

Y Gweinidog Addysg
Minister for Education