



Our ref: MA-JMEWL/3226/21

20 December 2021

SCHOOL TEACHERS' PAY AND CONDITIONS

YEAR 4 REMIT: MATTERS FOR REPORT

Dear Sharron,

I would like to take this opportunity to first of all thank you once again for your work and that of the Independent Welsh Pay Review Body (IWPRB) in providing us with your third report into Teachers' Pay and Conditions in Wales.

The third report and its recommendations provided invaluable insight and through your recommendations, in particular the proposal for a comprehensive review, I am looking forward to progressing how we can further improve the way teachers' pay and conditions are managed here in Wales.

I am now writing to set out the issues for recommendations for the Year 4 remit.

Throughout the past 18 months in particular, we have seen the teaching profession provide tremendous professionalism, flexibility and resilience as schools in Wales have adapted to new ways of working during the pandemic, reflecting the excellent teaching workforce we have here in Wales.

It is important that the next steps we take provide us with further opportunities to develop a distinct national system in Wales. This will not only further improve and enhance our current system but it will also help us to achieve a fairer and more transparent system for all teachers. Since the devolution of powers of teachers' pay and conditions we have made a significant start in developing a system in Wales that reflects the values and professionalism of our teachers in Wales.

As reflected in my Written Statement on the 8th September, I agree with your recommendation that we should take forward a comprehensive review into Teachers' Pay and Conditions. I propose that this review runs alongside this remit. To help facilitate this work, I recommend that a multi-year approach is considered to allow sufficient capacity for a full strategic review to be undertaken.

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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.

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.

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. Multi Year Approach (2 years)

In considering a multi-year approach for implementation from September 2022 and September 2023:

- i. 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;
- ii. Consideration of the case for further statutory guidance within the School Teachers' Pay and Conditions (Wales) Document in addition to that currently provided in Section 3 of the Document, with specific reference to statutory guidance previously provided in the STPCD for England & Wales prior to 2012.

B. Short and/or medium term amendments to remedy particular items of concern

Whether the existing structure for teachers' pay, terms and conditions requires amendments from September 2022 to facilitate the recruitment and retention of high quality practitioners, with specific consideration of Recommendations 5 + 7 of the IWPRB's 3rd report:

- Recommendation 5
IWPRB recommend that the Welsh Government consult on a change in the provision within the STPC(W)D to allow part-time teachers to receive full-time TLR1 and TLR2 payments, including schools using their own discretion in making such awards.

- Recommendation 7
IWPRB recommend that work is undertaken, alongside the implementation of the ALNET (Wales) Act, to determine how ALNCoS should be remunerated.
- i. Undertake a review of the proposal to remove the pro-rata principle from TLR payments to part-time teachers. In particular, consideration should be given to:
 - a) Whether the pro-rata principle should be removed and, if so, to what extent including whether such decisions should be at the discretion of those at school level?
 - b) The position of part time teachers and the impact of the pro-rata principle on equality matters.
 - c) What changes may be required to the current statutory requirements particularly within the STPC(W)D)?
 - ii. Undertake a review into the remuneration of the ALNCoS. Specifically the review should consider:
 - a) Whether the current remuneration process for ALNCo is appropriate and consistent?
 - b) What aspects of the current process or guidance could be improved to reflect the new ALNCo role and remuneration?
 - c) What changes may be required to the current statutory requirements on reimbursement for ALNCoS, particularly within the STPC(W)D)?
 - iii. Undertake a review of all pay scales within the STPC(W)D including, but not limited to, the following:
 - a) Case for separate teacher main and upper pay scales
 - b) Consideration of Leadership Group pay scales
 - c) Consideration of specific pay scale for remuneration of headteachers with responsibility for more than one school
 - d) Requirement for Allowance Ranges to be replaced by set scales
 - e) Impact of any proposed changes on other Teacher and/or Leadership Group pay scales.

C. Longer term – for implementation from September 2023

Undertake a strategic review of teachers' pay, terms and conditions in Wales as detailed in the terms of reference attached at Annex A.

Timescale for report

It is important that sufficient time be allocated by the IWPRB to carry out detailed consideration of these matters, including allowing stakeholders adequate time to provide detailed evidence. I appreciate that there is a possibility that your deliberations on the strategic review may lead to an overlap with considerations of medium term recommendations. In order to allow maximum time for consideration of, and consultation on, your recommendations, I require you provide:

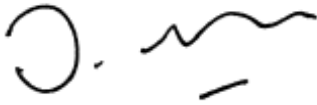
- A report on adjustments to the salary and allowance ranges for classroom teachers, unqualified teachers and school leaders (part A above) by no later than 20 May 2022;
- A report on short and/or medium term amendments (part B above) also by 20 May 2022. However, if you consider that any or all of these considerations would be better

considered alongside the strategic review, a timetable should be provided for consideration of such matters including timing for submission of stakeholder evidence. A final report to then be submitted by no later than 31 March 2023;

- A report on part C above by no later than 31 March 2023.

I look forward to receiving your recommendations.

Yours sincerely,

A handwritten signature in black ink, consisting of a large 'J' followed by a series of wavy lines and a short horizontal stroke at the end.

Jeremy Miles AS/MS

Gweinidog y Gymraeg ac Addysg

Minister for Education and Welsh Language

Terms of Reference for Independent Welsh Pay Review Body (IWPRB) Strategic Review of the Structure of Teachers' Pay and Conditions in Wales

Background

The Independent Welsh Pay Review Body's (IWPRB) 3rd Report, published alongside a Written Ministerial Statement on 11 June 2021, included 12 recommendations into Teachers' Pay and Conditions.

IWPRB are commissioned to undertake a strategic review to take forward recommendation 8 of their 3rd report with a view to reflecting on the current structure of teachers' pay and conditions including for supply teachers within scope of the STPC(W)D.

The IWPRB Report recommended:

- **Recommendation 8**
IWPRB recommend to the Welsh Government that in view of the ambitions for education in Wales, the introduction of the Curriculum for Wales, and the lessons learned from the pandemic, a comprehensive review should be undertaken to ensure that the structure of teachers' and leaders' pay and conditions embraces aspirations for the future.

Objectives

The objectives of the review will be to:

- Undertake an independent, strategic review of the current structure of teachers' and leaders' pay and conditions in Wales and propose opportunities for improvements where required; based on evidence and lessons learned to meet aspirations for the future.
- Engage and consult with all members of tri-partite Teachers' Pay and Conditions Partnership Forum (PPF) on issues identified.
- Provide an opportunity for the Minister for Education and Welsh Language to formally consider a report.

Terms of Reference

1. Undertake a review into the current structure of teachers' pay and conditions in Wales. The review should consider:
 - a) What aspects of the current structure work well and what aspects are valued?
 - b) What aspects of the current structure could be improved, including identifying specific elements and/or any strategic changes to current overall structure where change is recommended?
 - c) How any proposed changes to the structure of teachers' pay and conditions can help meet future aspirations for the profession in Wales?
2. The IWPRB are asked to produce a final report, setting out the current position and potential next steps to address the issues outlined above. The report should be produced by 31 March 2023 and submitted to the Minister of Education and Welsh Language for consideration.

Methodology

- IWPRB to commission research and, where appropriate, identify and provide costing to be agreed by Welsh Government.
- IWPRB to engage with and undertake formal written consultation with all key stakeholders to ascertain views in line with the agreed terms of reference.
- IWPRB to prepare outline timetable for project including identifying key stages through the process where updates can be provided to Welsh Government and all key stakeholders.