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Ysgrifennydd y Cabinet dros Addysg
Cabinet Secretary for Education



Llywodraeth Cymru
Welsh Government

Our ref: MA/LN/0212/25
Mrs Sharron Lusher
Chair
Independent Welsh Pay Review Body
C/o:
Secretariat
Independent Welsh Pay Review Body
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27 January 2025

SCHOOL TEACHERS' PAY AND CONDITIONS

YEAR 6 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 both your strategic review report and your fifth report into Teachers' Pay and Conditions in Wales.

Together these reports have provided detailed insight on issues at the time and through your recommendations provided very useful potential resolutions. As you know, we have been able to increase teachers' pay by 5.5% this year and provide an additional £5m for ALN Cos, alongside our commitment to progress work on recommendations 4-7 in the context of the review of the ALN Code over the coming months. We expect to set out next steps on this by summer 2025.

Throughout recent years we have seen the teaching profession in Wales face a number of significant challenges. I am pleased that since the devolution of powers over teachers' pay and conditions here in Wales, we have been able to address a number of the concerns of the profession. These have been achieved through the partnership working of all key stakeholders alongside the very helpful reports and recommendations received from the IWPRB.

I am mindful of the conclusions and recommendations of your Strategic Review of the structure of Teachers' and Leaders' pay and conditions in Wales (April 2024) and your Review of the roles and responsibilities of supply teachers in Wales employed through local authorities or directly by schools (April 2024). I am also aware of the Public Accounts and Public Administration Committee report on Supply and Demand: covering teacher absence (December 2024).

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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.

Alongside this, I am aware, as you are, of the reform programme and the impact that it is having on the need for high quality professional learning; the wider need to support teacher wellbeing and address workload, support leaders and all school staff. I have recently confirmed my commitment to work with all partners to develop an education workforce strategic plan which seeks to recognise the professionalism and quality of our teachers and school staff in support of our learners, promote wellbeing, recruitment and retention, and improve the quality of teaching and learning.

In this context, I consider it important that we agree a timeline and implementation plan for the key issues that the IWPRB and related reports have raised on pay and conditions, and ensure we are clear and transparent on the timeline and work needed to progress these. I am also mindful of the challenging financial landscape and workload both within local authorities and schools.

In 2025, Government officials will be working closely with the Pay Partnership Forum or subgroups thereof to support development of a prioritised plan around the range of existing pay and conditions recommendations for the staff that the IWPRB has responsibility for. I expect this to begin with the recommendations in the Strategic Review which are most immediate in terms of timeline and priority – specifically teachers' working times, workload and pay scale - and expect the proposals on these to report by September 2025.

I am very grateful for the work of the IWPRB and the effort that you as the Chair, and your Board, put in on an ongoing basis, and particularly whilst the work to confirm the secretariat arrangements for the coming year are being put in place. It is a high priority for us to ensure that you have appropriate support and that there is a strong and sustainable solution going forward.

For 2025/26, I expect that the Independent Welsh Pay Review Body should have particular regard to:

- 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:

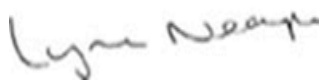
- What adjustments should be made to the salary and allowance ranges for classroom teachers, unqualified teachers and school leaders, to ensure the teaching profession in Wales is promoted and rewarded to encourage recruitment and retention of high-quality practitioners.

In order to allow maximum time for consideration of, and consultation on, your recommendations, I require you provide a report to me by no later than 21 May 2025.

- Following submission of the May report: What adjustments should be made to Leaders' Conditions of Service and in particular the consideration of whether guaranteed working hours (or limits on) as well as protected holiday entitlement and weekends for leaders be included in the STPC(W)D.

As the work progresses on approach to previous recommendations, it may be that we add elements to this remit as part of our commitment to move towards a multi-year rolling workplan.

I look forward to receiving your recommendations on these matters.



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