

Lynne Neagle AS/MS
Ysgrifennydd y Cabinet dros Addysg
Cabinet Secretary for Education



Llywodraeth Cymru
Welsh Government

Ein cyf/Our ref: MA/LN/0212/25
Mrs Sharron Lusher
Chair
Independent Welsh Pay Review Body
C/o:Secretariat
Independent Welsh Pay Review Body
Secretariat@iwprb.wales

10 March 2025

Dear Sharron

WRITTEN SUBMISSION TO THE INDEPENDENT WELSH PAY REVIEW BODY (IWPRB)

Thank you for the invitation to provide a written submission to the Independent Welsh Pay Review Body on the matters detailed in my remit to you.

The attached Welsh Government's evidence submission provides factual information and data on matters related to teachers' pay and conditions, including that relating to the wider economy and public sector financial context. Information on local authority and school budgets is also included along with detailed costing of potential increases to the current teachers' pay bill in Wales. I believe consideration of this data is vital to your deliberations, as this sets out what impact any recommendations will have in real terms on public sector budgets.

I also believe that teachers will rightly expect fair consideration of their pay, terms and conditions. We have always been clear that the devolution of powers over teachers' pay and conditions would not result in any detriment to teachers in Wales compared to England. Teachers' pay and conditions in Wales when compared across the board are arguably already more favourable than in England. We have continued to diverge from the approach in England by introducing some key changes requested by the profession. Going forward, it is important that we continue to lead the way for teachers' pay and conditions, whilst taking into account the current financial context of Wales.

I look forward to receiving the IWPRB's recommendations once your important work has concluded.

Yours sincerely

Lynne Neagle AS/MS
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Cabinet Secretary for Education

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