

# WLGA Briefing

## Devolution of Teachers Pay

**ADEW Full Meeting**  
**15<sup>th</sup> November 2018**  
**Wrexham Ramada Hotel**



**Jonathan Lloyd- Head of Employment**

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### Introduction

1. Since Sunday the 30th of September, the powers to determine the pay and conditions of teachers in Wales have been devolved to the Welsh Government. The Cabinet Secretary for Education confirmed in a written statement that a new mechanism would determine teachers' pay and conditions, bringing together employers, teachers unions, and the Welsh Government on an annual basis in a Partnership Forum.
2. The role of the new **Teachers Pay Partnership Forum** will be to make recommendations to Welsh Ministers on proposed changes to teachers' pay and conditions before a 'final' remit is submitted to an independent expert body to be called the **Independent Welsh Pay Review Body**. The final decision, however, will rest with Welsh Ministers.

### Independent Welsh Pay Review Body

3. The **Independent Welsh Pay Review Body** will be subject to a public appointments procedure. There will be a chair and 6 panel members. Adverts are currently out with a closing date of 26<sup>th</sup> November 2018. The current timetable expects to hold interviews in the last 2 weeks of January 2019.
4. At the first meeting of the **Teachers Pay Partnership Forum** Welsh Government Officials were asked to look again and the timescales for this as an already challenging timetable is worsened by the new body not being up and running until at the very earliest sometime in February 2019.
5. Once established the Review Body will consider the remit from the Cabinet Secretary, gather evidence, consult with 'key stakeholders'. They are timetabled to report on 1<sup>st</sup> June 2019.

## Teachers Pay Partnership Forum

6. The **Teachers Pay Partnership Forum** is a tripartite social partnership forum set up to discuss and recommend to the Cabinet Secretary to suggested content of a remit for the Review Body.
7. The Forum will include 24 members representing three parties – the unions, employers and Welsh Government and will comprise of the following:
  - 12 representatives of unions - 2 representatives from each of the 6 recognised unions
  - 8 representatives of employers – 7 Local Authority representatives and 1 Diocesan Authority representative
  - 4 Welsh Government officials

Secretariat functions will be carried out by officials from the Welsh Government Education Directorate.

Details of the role and function of are still being finalised following a discussion at its first meeting on 2<sup>nd</sup> November.

8. Membership from the Employers side has been determined by the WLGA Executive Board and will consist of 3 Elected Members (Spokespersons) 2 WLGA officials plus an ADEW representative and one from the HR Directors network.

## Developing a remit for 2019

9. A draft remit has been presented to the TPPF but is yet to be finalised. The suggestion is very straightforward:

*What adjustments should be made to the salary and allowance ranges for classroom teachers, unqualified teachers and school leaders: to reflect the appropriate public sector financial constraints; and to ensure the teaching profession in Wales is promoted and rewarded to encourage recruitment and retention.*

10. The Partnership Forum has raised a number of issues regarding this and further discussion will take place at the next meeting on 5<sup>th</sup> December.
11. There is scope in the timetabling for meetings to discuss this matter. All sides have recognised the need to consult with their membership and there will be further opportunities to engage at various levels before agreeing (or not) with the draft remit that is proposed to the cabinet secretary. Of course, the Cabinet Secretary can propose whatever remit they think appropriate.
12. There is likely to be some acceptance that any major proposals to change terms and conditions in Wales do not form part of this year's remit because of the challenge of timescale. This may not preclude some early discussion on matters ahead of next year's cycle.

13. There will be some issues to be addressed which are not terms and conditions per se but will need to be considered as part of the implementation of a pay uplift in September 2019. These include:
  - i. Comparison with England – what mechanisms exist to ensure that a teacher in Wales is no worse off than those in England – Cabinet Commitment
  - ii. Do we still require individual school pay policies? There is an opportunity to take out some of the bureaucracy and duplication that the current STPCD.
  - iii. Similarly, will it still be the statutory responsibility of schools to apply the document or can this be made more streamlined and efficient as with ii. above

## **The future of Teachers Pay and Conditions - Teaching: A Valued Profession**

14. As part of wider considerations, the Cabinet Secretary for Education commissioned an Independent review of teachers' pay and conditions led by Professor Mick Waters, supported by Professor Melanie Jones and Sir Alasdair Macdonald. The report entitled 'Teaching: A valued profession' was published in September. It contains 37 recommendations on a range of issues associated with teachers' pay and conditions. A link to the report is contained here: <https://beta.gov.wales/independent-review-teachers-pay-and-conditions>
15. The Cabinet Secretary is expected to respond to the recommendations before the end of the year, and any recommendations that are supported in relation to terms and conditions are likely to be considered by the Teachers Pay Partnership Forum at the appropriate time as part of determining a remit for the Independent Welsh Pay Review Body.
16. There are also other recommendations in the independent review which are not strictly terms and conditions and may need to be addressed outside of the any pay and conditions document.