# WRITTEN STATEMENT

# BY

# THE WELSH GOVERNMENT

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| **TITLE**  | **Publication of the Independent Welsh Pay Review Body’s strategic review of the structure of teachers’ and leaders’ pay and conditions in Wales**  |
| **DATE**  | **09 April 2024** |
| **BY** | **Lynne Neagle MS, Cabinet Secretary for Education** |

Today I am publishing the Independent Welsh Pay Review Body’s (IWPRB) [strategic review of the structure of teachers’ and leaders’ pay and conditions in Wales](https://www.gov.wales/structure-teachers-and-leaders-pay-and-conditions-review).

In December 2021 we commissioned the IWPRB to undertake a strategic review of the current structure of teachers’ and leaders’ pay and conditions in Wales and propose opportunities for improvements to enhance our current system and help us achieve a fairer and more transparent system for all teachers.

I am pleased to note that the Strategic Review clearly recognises the strengths of the current pay and conditions arrangements and the need to retain the positive changes introduced to the structure since 2018 when the responsibility for teachers’ pay and conditions was devolved to the Welsh Government. The comprehensive and detailed report from the IWPRB contains 26 recommendations relating mainly to pay, terms and conditions designed to strengthen these existing arrangements.

I accept in principle all the recommendations subject to consultation with key stakeholders through our well established and effective social partnership arrangements. These wide-ranging recommendations require detailed consideration. Key stakeholders will be invited to scrutinise the Report and provide comments on its recommendations, including implications, practicalities and timing of potential implementation, such as current pressures on all public sector budgets.

Many of the recommendations have financial implications, therefore an important aspect of considering their impact and delivery will be affordability in the difficult financial situation faced by Welsh Government, local authorities and schools. Given these financial pressures, the implementation of any of the recommendations in the short to medium term will only occur where they can be shown to be either cost neutral or are able to be met from existing budgets.

I would like to thank the chair of the IWPRB and its members for their work over the past two years which has resulted in this comprehensive report, and to everyone who contributed evidence and views. I look forward to collaborating with the sector to enhance the current structure for teachers’ pay and conditions, building on its strengths to create a system in Wales that ensures that teachers and leaders feel valued and is both fit for purpose and fair across the whole profession.

This statement is being issued during recess in order to keep members informed. Should members wish me to make a further statement or to answer questions on this when the Senedd returns I would be happy to do so.