
W E L S H S T A T U T O R Y
I N S T R U M E N T S

2023 No. 443 (W. 68)

EDUCATION, WALES

**The School Teachers' Pay and
Conditions (Wales) Order 2023**

EXPLANATORY NOTE

(This note is not part of the Order)

This Order makes provision for the determination of the remuneration of school teachers (within the meaning of section 122 of the Education Act 2002 (c. 32)) in Wales and other conditions of employment of school teachers in Wales which relate to their professional duties and working time.

The Order makes this provision by reference to section 2 of a document entitled “School Teachers’ Pay and Conditions (Wales) Document 2022 and guidance on school teachers’ pay and conditions (revised) – April 2023” (“the Document”). It can be found on the Welsh Government website: <https://gov.wales/teaching-and-leadership>.

The Order makes retrospective provision, under section 123(3) of the Education Act 2002, to provide that the provisions set out in section 2 of the Document have effect on and after 1 September 2022 notwithstanding that the Order comes into force after that date (article 2).

The Order revokes the School Teachers’ Pay and Conditions Order (Wales) 2022 (article 3) and replaces the remuneration and other conditions of employment of school teachers in Wales given effect by that Order.

The Welsh Ministers’ Code of Practice on the carrying out of Regulatory Impact Assessments was considered in relation to this Order. As a result, a regulatory impact assessment has been prepared as to the likely costs and benefits of complying with this Order. A copy can be obtained from the Workforce Strategy Unit, Schools Effectiveness Division, Welsh Government, Cathays Park, Cardiff, CF10 3NQ.

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**The School Teachers' Pay and
Conditions (Wales) Order 2023**

<i>Made</i>	<i>19 April 2023</i>
<i>Laid before Senedd Cymru</i>	<i>20 April 2023</i>
<i>Coming into force</i>	<i>12 May 2023</i>

The Welsh Ministers, in exercise of the powers conferred on the Secretary of State by sections 122(1), 123 and 124 of the Education Act 2002⁽¹⁾, and now vested in them⁽²⁾, make the following Order.

The Welsh Ministers in accordance with section 126⁽³⁾ of that Act have consulted such of the persons and bodies referred to in that section as appeared to the Welsh Ministers to be appropriate.

Title, commencement, application and interpretation

1.—(1) The title of this Order is the School Teachers' Pay and Conditions (Wales) Order 2023 and it comes into force on 12 May 2023.

(2) This Order applies to school teachers in Wales.

(3) In this Order—

“the Document” (“*y Ddogfen*”) means the document entitled “School Teachers' Pay and Conditions (Wales) Document 2022 and guidance on school teachers' pay and conditions (revised) – April 2023” and published on the gov.wales website⁽⁴⁾;

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- (1) 2002 c. 32. Sections 122 and 123 were amended by article 5(1) of, and paragraph 11 of Part 1 of Schedule 2 to, S.I. 2010/1158.
- (2) The functions of the Secretary of State were transferred to the Welsh Ministers by article 39 of the Welsh Ministers (Transfer of Functions) Order 2018 (S.I. 2018/644).
- (3) This function of the Secretary of State was transferred to the Welsh Ministers by article 39 of the Welsh Ministers (Transfer of Functions) Order 2018 (S.I. 2018/644).
- (4) <https://gov.wales/teaching-and-leadership>

“school teacher” (“*athro neu athrawes ysgol*”) has the meaning given by section 122(3) to (6) of the Education Act 2002.

The Document

2. The provisions set out in section 2 of the Document have effect on and after 1 September 2022 for the purposes of determining—

- (a) the remuneration of school teachers, and
- (b) other conditions of employment of school teachers which relate to their professional duties and working time.

Revocations

3. The School Teachers’ Pay and Conditions (Wales) Order 2022⁽¹⁾ is revoked.

Jeremy Miles

Minister for Education and Welsh Language, one of the Welsh Ministers

19 April 2023

(1) S.I. 2022/1184 (W. 243).