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# WRITTEN STATEMENT

# BY

# THE WELSH GOVERNMENT

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| **TITLE** | **Report and recommendations from the Independent Welsh Pay Review Body (IWPRB)** |
| **DATE** | **10 September 2024** |
| **BY** | **Lynne Neagle, Cabinet Secretary for Education** |

[I am pleased to publish today the fifth report of the Independent Welsh Pay Review Body (IWPRB),](https://eur01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.gov.wales%2Findependent-welsh-pay-review-body-fifth-report-2024&data=05%7C02%7CSarah.Patterson2%40gov.wales%7Cb31a525ee3bb4cfed62208dcd0cd05d4%7Ca2cc36c592804ae78887d06dab89216b%7C0%7C0%7C638614826181518180%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C0%7C%7C%7C&sdata=KUAllUOXMl7%2FSmODQta7hhgFgjuhPHGC6wSHaqsew5Y%3D&reserved=0) covering recommendations for amendments to teachers’ pay and conditions from September 2024.

I would like to thank the IWPRB for producing such a detailed report which provides independent, comprehensive analysis along with evidence-based recommendations that we can take forward to improve teachers’ pay and conditions in Wales.

The IWPRB make 12 recommendations for teachers’ pay and conditions.

Recommendation 1 is that all salaries and allowances be increased by 4.3% from September 2024. This recommendation was made by the IWPRB in June 2024 and took into consideration the relevant factors at that time. Since receiving the IWPRB’s report, the UK Government has accepted the recommendations of the School Teachers’ Review Body (STRB) to increase all salaries and allowances for teachers in England by 5.5% from September 2024. The Welsh Government retain our independence to make decisions about teachers’ pay and we will continue to work with and respect the independent pay review body process across the wider Welsh public sector. However, I am also committed to no detriment to teachers’ pay and conditions in Wales. I am therefore going further than the IWPRB’s recommendation and instead will consult on an increase to all salaries and allowances of 5.5% from September 2024.

I am also announcing £5 million of funding to support recommendation 5 regarding ALNCOs moving to the Leadership Pay Range. This will require further detailed work that is ongoing.

Following careful consideration, I will accept in principle, subject to consultation recommendations 2-11. The full list of recommendations in the report and a summary of my response is at Annex A.

It is through our social partnership approach combined with the independent expertise of the IWPRB that I am able to make this announcement today. I am committed to ensuring that we continue to work together, through our social partnership approach to reward and recognise the excellent work that teachers’ continue to do here in Wales. I hope that accepting these recommendations will further support the improvements for the teaching workforce that are already underway and will help to promote teaching as a valued profession.

I will now be inviting written comments from key stakeholders by 7 October on my response to the recommendations in the IWPRB’s fifth report and the proposed changes to the School Teachers’ Pay and Conditions (Wales) Document (STPC(W)D), which include the proposed increases to teachers’ pay. I will consider all responses to the consultation before making my final decision.

In addition I am also announcing today, consultation on the implementation of some of the recommendations made in the [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) which I accepted in principle in April this year. These are listed in Annex B. I want to progress implementation of the recommendations made in the Strategic Review particularly those that have no significant costs or workload impact. I will continue to collaborate with the sector on the implementation of the remaining recommendations.

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.

**Annex 1**

**IWPRB Fifth Report: Recommendations and proposed actions for implementation**

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| Recommendation | Decision to accept | Actions |
| RECOMMENDATION 1  The IWPRB recommends to the Welsh Government that all salaries and allowances be increased by 4.3% from September 2024. | Do not accept | Consult on increasing all salaries and allowances by 5.5% in line with commitment to no detriment to teachers in Wales. |
| RECOMMENDATION 2  The IWPRB recommends that during 2024-2025 the Welsh Government remits an existing tripartite working group to begin to amend the additional guidance required in section 3 of the STPC(W)D in accordance with the timeline in the strategic review. | Accept in principle subject to consultation | Welsh Government to  take the recommendation to the Teacher’s Pay and Conditions Partnership Forum (PPF) to agree a way forward.  . |
| RECOMMENDATION 3  The IWPRB recommends to the Welsh Government that ALNCos be appointed as members of the senior management team/senior leadership team in all education settings and that the ALN Code be amended to reflect this by September 2024. | Accept in principle subject to consultation.  Consideration will be given to providing further clarification that the role must form part of the senior leadership team within the ALN Code when this is next reviewed. Timescales cannot be determined at this current time. Part of the consideration will be the need to maintain flexibility for schools to make their own decisions based on their size and structure. | Welsh Government to consider as part of the next review of the ALN Code |
| RECOMMENDATION 4  The IWPRB recommends to the Welsh Government that ALNCos currently paid on the MPR and UPR be paid on the LGPR from September 2024. We further recommend that ALNCos be included in the ‘leadership pay’ sections of the STPC(W)D and that they are subject to the same terms and conditions as leaders. | Accept in principle subject to consultation.  The consideration of both Recommendations 4 and 5 should be aligned with the consideration of Recommendation 3. | Welsh Government to consider as part of the next review of the ALN Code |
| RECOMMENDATION 5  The IWPRB recommends to the Welsh Government that ALNCos currently paid on the MPR and UPR should be paid a salary on the LGPR on a scale point which is either equivalent to, or the nearest point above, their consolidated existing salary and allowance | See above | Welsh Government to consider as part of the next review of the ALN Code |
| RECOMMENDATION 6  The IWPRB recommends to the Welsh Government that ALNCos should be offered a professional learning package appropriate to their role, experience and needs, and that employers allocate sufficient non-contact time to undertake this professional learning. | Accept in principle subject to consultation | Welsh Government will write to employers reminding them of the extensive ALN Professional Learning Programme available on Hwb, and that Welsh Government expects school leaders to support their staff by releasing them to undertake training to enable them to fulfil their role effectively. |
| RECOMMENDATION 7  The IWPRB recommends to the Welsh Government that it commissions further research in 2024-2025 to determine appropriate non-contact time for ALNCos to support leaders in the allocation of non-contact time for ALNCos’ duties. | Accept in principle subject to consultation | As part of the ALN evaluation, a survey has been issued to schools (10/06/24) to gain detailed views of Senior leaders, ALNCos, PRUs, LAs, LHBs with regards to their roles, including specific questions on how many hours are spent each week undertaking the ALNCo role.  Once implementation of ALNET has been completed, Welsh Government will conduct an ALNCo survey to assess progress with specific questions regarding protected time, challenges and barriers. |
| RECOMMENDATION 8  The IWPRB recommends to the Welsh Government that, subject to agreement by an existing appropriate group, the wording of the list of administrative and clerical tasks in Annex 3 of Section 2 of the STPC(W)D be updated as set out in Appendix D by September 2024. | Accept in principle subject to consultation | Welsh Government will update Annex 3 with revised text as recommended by IWPRB and consult on changes with stakeholders through the consultation process. |
| RECOMMENDATION 9  The IWPRB recommends to the Welsh Government that the list in Appendix D should be extended to include reference to headteachers and leaders through the updating of 46.1 of the STPC(W)D by September 2024 to include reference to all teachers’ overarching rights of paragraph 51, as follows:  Unless expressly provided for in their contract of employment or elsewhere in the STPC(W)D, assistant headteachers, deputy headteachers, headteachers and other leaders will be entitled to the rights conferred in paragraphs 51.8 and 51.9 | The rights conferred by Paragraph 51 are conferred to **all** teachers which includes headteachers, and other leaders who are employed as teachers in a school.  Therefore, unless anyone is excluded from paragraph 51 they should benefit from the rights conferred by that paragraph. | Welsh Government will confirm this as part of the consultation. |
| RECOMMENDATION 10  The IWPRB recommends to the Welsh Government that conditions of service for leaders should be further explored as part of our 2025-2026 remit.  In the interim period, the IWPRB recommends to the Welsh Government that it reminds local authorities and relevant bodies of their responsibilities as employers, and in particular the need the need for leaders to have periods of uninterrupted rest. | Accept in principle subject to consultation. | Welsh Government will write to employers to remind them of the obligation under paragraph 51.4 of the STPC(W)D and of the working limits set out in the Working Time Regulations 1998. |
| RECOMMENDATION 11  The IWPRB recommends to the Welsh Government that a briefing paper be prepared that schedules the annual pay review process. The briefing paper and associated impact assessment should be discussed with all relevant parties during 2025-2026 to agree the way forward. | Accept in principle subject to consultation | Welsh Government to draft a paper setting out options for changing the timing of the pay review for discussion with relevant parties during 2025 -2026. |
| RECOMMENDATION 12  The IWPRB refers the Welsh Government to its previous recommendations that were endorsed by the Minister for Education and Welsh Language, and recommends that the Welsh Government urgently reviews the monitoring and reporting of equality legislation at school and local authority level, and considers whether changes are required to the STPC(W)D and school pay policies, to ensure that schools and local authorities carry out their statutory duties regarding equality. | Accept in principle subject to consultation | Welsh Government officials are currently working with Local Authorities and Welsh Government equality teams to review what information is currently/or could be available at school or local authority level and how we could strengthen the reporting process. Stakeholders will be kept up to date with developments. |

**Annex 2**

**IWPRB Strategic Review of the Structure of Teachers’ and Leaders’ Pay and Conditions in Wales.**

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| Recommendation | Decision to accept | Actions |
| RECOMMENDATION 12  The IWPRB recommends to the Welsh Government that the requirement for line management responsibility for a significant number of people (paragraph 20.5 of the 2024-2025 STPC(W)D) is broadened by adding:  or equivalent significant additional levels of responsibility and accountability in key areas of the school. | Accepted in principle on 9 April 2024 | The Welsh Government will draft changes to the STPC(W)D and consult on the changes with key stakeholders. |
| RECOMMENDATION 13  The IWPRB recommends to the Welsh Government that paragraph 20.3 and Section 3, paragraph 54, of the 2024-2025 STPC(W)D should be amended to stipulate that TLR3 allowances should not be awarded for longer than two years. | Accepted in principle on 9 April 2024 | The Welsh Government will draft changes to the STPC(W)D and consult on the changes with key stakeholders. |
| RECOMMENDATION 14  The IWPRB recommends to the Welsh Government that Section 3, paragraph 51 of the 2024-2025 STPC(W)D is replaced by:  TLR1s and TLR2s should only be awarded to teachers placed in the specified posts in the staffing structure and to the cash value set out in the pay policy. Where such TLRs are awarded to part-time teachers they will be paid pro rata at the same proportion as the teacher’s part-time contract or, with agreement of the part-time teacher and the employer, will be paid in full if the teacher undertakes the full duties associated with the allowance. | Accepted in principle on 9 April 2024 | The Welsh Government will draft changes to the STPC(W)D and consult on the changes with key stakeholders |
| RECOMMENDATION 15  The IWPRB recommends to the Welsh Government that paragraph 20.4 of the 2024-2025 STPC(W)D should be extended to cover pastoral or well-being responsibilities and the safeguarding of children. | Accepted in principle on 9 April 2024 | The Welsh Government will draft changes to the STPC(W)D and consult on the changes with key stakeholders. |
| RECOMMENDATION 21  The IWPRB recommends to the Welsh Government that the STPC(W)D (paragraph 51.10) is revised to link the CPD needs of teachers and leaders to the Professional Standards for Teaching and Leadership and the National Professional Learning Entitlement. | Accepted in principle on 9 April 2024 | The Welsh Government will draft changes to the STPC(W)D and consult on the changes with key stakeholders. |
| RECOMMENDATION 24  The IWPRB recommends to the Welsh Government that the STPC(W)D be redrafted, to include hyperlinks to key guidance to the information contained within the statutory section of the document. | Accepted in principle on 9 April 2024 | The Welsh Government will draft changes to the STPC(W)D and consult on the changes with key stakeholders. |
| RECOMMENDATION 26  We recommend that the Welsh Government urgently reviews the monitoring and reporting of equalities legislation at school and local authority level, and considers whether changes are required to the STPC(W)D and school pay policies, to ensure that schools and local authorities carry out their statutory duties regarding equalities. | Accepted in principle on 9 April 2024 | Welsh Government officials are currently working with Local Authorities and Welsh Government equality teams to review what information is currently/or could be available at school or Local Authority level and how we could strengthen the reporting process. Stakeholders are kept up to date with developments. |