



Ein cyf/Our ref: WQ90221

Andrew RT Davies MS

11 January 2024

Dear Andrew

I am writing in response to Written Question 90221- How is the Welsh Government working to create a more attractive working environment for teachers in Wales, particularly in terms of workload, pay, and professional development opportunities?

We are committed to working with partners to continue enhancing the working environment for teachers in Wales.

On 9 November I provided a [detailed written update](#) about our progress on reducing workload and bureaucracy for school staff, working alongside our partners in the sector.

Regarding teachers' pay, through working with stakeholders we have been able to address a number of important issues, such as removing performance related pay progression; and improving fairness in relation to the remuneration of part-time teachers for TLR allowances. I am also pleased that we are able to provide higher salaries and allowances in Wales than in England (excluding London weighting), i.e.

- Since September 2023, teacher salaries in Wales have been at least 1.75% higher than comparable teacher salaries in England;
- Whilst direct comparisons are not straightforward when considering lower salary scale points, starting salary is 2.47% higher in Wales at £30,742 compared to £30,000 for new teachers in England;
- The Main Pay Scale is only 5 scale points in Wales rather than 6 in England so new teachers typically reach the maximum of the scale in 4 years rather than 5 years in England.

Yours sincerely,

Jeremy Miles AS/MS
Gweinidog y Gymraeg ac Addysg
Minister for Education and Welsh Language

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Rydym yn croesawu derbyn gohebiaeth yn Gymraeg. Byddwn yn ateb gohebiaeth a dderbynnir yn Gymraeg yn Gymraeg ac ni fydd gohebu yn Gymraeg yn arwain at oedi.

We welcome receiving correspondence in Welsh. Any correspondence received in Welsh will be answered in Welsh and corresponding in Welsh will not lead to a delay in responding.