

## Annex A

The following sets out the full set of recommendations from the IWPRB as published in its Second Report on 29 July 2020, together with the response from the Minister for Education.

The Second Report of the IWPRB, published today covers matters referred to the IWPRB in February 2020. The IWPRB was asked to make recommendations on: “What adjustments should be made to the salary and allowance ranges for classroom teachers, unqualified teachers and school leaders, to ensure the teaching profession in Wales is promoted and rewarded to encourage recruitment and retention of high quality practitioners”.

In making its recommendations, the IWPRB was also asked to have regard to a number of issues including the wider economic/labour market conditions and public sector financial context.

The IWPRB has recommended:

**R1** *The removal of M1 from the MPR, such that the new MPR consists of statutory minimum and maximum, with three advisory points in between.*

*That the statutory minimum of the MPR be set at £27,018.*

*That the statutory maximum of the MPR be set at £37,320, an increase of 3.75% on 2019-2020.*

*That the three advisory pay points in between are also increased by 3.75% as detailed in the revised pay scale at Appendix D.*

*That the statutory minimum and maximum of the UPR, and all advisory pay points in between, are increased by 2.75%.*

*That the statutory minimum and maximum of all other pay ranges and all advisory points in between, are increased by 2.5%.*

*That all allowances are increased by 2.5%.*

**R2** *That national statutory pay scales are reintroduced from September 2020 and are articulated in the STPC(W)D. The statutory pay points within each pay range would replace the advisory pay points, with the exception of the MPR, which through Recommendation 1 would reduce to five pay points.*

*That at the point of implementation, any teacher whose salary following the pay award does not exactly correspond to a point on the new statutory scale, should be assimilated at the next highest statutory scale point.*

*If it would not be possible to make the necessary statutory arrangements by September 2020, that national pay scales should be voluntarily adopted by local authorities and schools at the revised levels, prior to statutory implementation (see Appendix D). xiii*

**R3** *That performance is no longer used as a criterion for assessing salaries within pay ranges, and that teachers move up one point of their newly introduced national pay ranges, excepting where teachers are subject to formal capability procedures. This should be implemented for September 2020.*

*That progression from the MPR to the UPR should continue to be based on performance. Also recommended is that inconsistencies in application of the criteria should be examined and eliminated in order to achieve consistent application in all schools by September 2021.*

**R4** *That the current flexibilities are retained for teachers and leaders for the academic year 2020-2021, and that the IWPRB gathers further evidence to inform potential recommendations for future years.*

**R5** *That TLRs are retained in their current form for 2020-2021 and that the IWPRB carries out further work to assess how TLRs are being used across schools, and whether the current arrangements are the most appropriate.*

**R6** *That pay portability provisions should be reintroduced as a statutory requirement in Wales from September 2021, and that relevant bodies carry out further work in order to determine their scope and nature for inclusion in the STPC(W)D.*

**R7** *For longer-term consideration, the IWPRB recommend the following areas as an outline agenda for discussion with the IWPRB and key stakeholders:*

- pay ranges and movement between pay ranges, in order to reward and incentivise teachers at all stages of their careers and aspirations*
- the leadership pay range, including the position of head teachers accountable for more than one school*
- the role and pay range of leading practitioners*
- the pay ranges for unqualified teachers*
- the relationship between responsibilities, workload and pay and conditions*

In principle, I accept all of the IWPRB's **(R1-R7)** recommendations above. Newly Qualified Teachers' are proposed to see a significant increase and all other teachers' are proposed to receive an above inflation increase in their pay. However, I propose to go further than recommended in relation to pay ranges for school leadership, unqualified teachers and leading practitioners as well as teacher allowances. These should increase by 2.75% rather than the recommended 2.5%.

I am grateful for the in-depth consideration which the IWPRB has given to this important matter.

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.

## New Pay Ranges 2020

## PAY SCALES FOR CLASSROOM TEACHERS

**Main Pay Range**

<i>Advisory scales as provided by LAs in Wales</i>	<i>2019 £</i>	<b>2020 Scale Point</b>	<b>2020 £</b>
<i>M1</i>	<i>24,906</i>	<b>M1 (min)</b>	<b>27,018</b>
<i>M2</i>	<i>26,041</i>	<b>M2</b>	<b>27,018</b>
<i>M3</i>	<i>28,133</i>	<b>M3</b>	<b>29,188</b>
<i>M4</i>	<i>30,299</i>	<b>M4</b>	<b>31,436</b>
<i>M5</i>	<i>32,686</i>	<b>M5</b>	<b>33,912</b>
<i>M6a</i>	<i>35,269</i>		-
<i>M6b</i>	<i>35,971</i>	<b>M6 (max)</b>	<b>37,320</b>

**Upper Pay Range 2020 – Annual Salary**

	<b>2019 £</b>	<b>2020 £</b>
<b>Minimum</b>	37,654	38,690
<b>U2</b>	39,050	40,124
<b>Maximum</b>	40,490	41,604