

Kirsty Williams AC/AM  
Y Gweinidog Addysg  
Minister for Education



Llywodraeth Cymru  
Welsh Government

Eich cyf/Your ref  
Ein cyf/Our ref MA - P/KW/0912/19

Mrs Sharron Lusher  
Chair  
Independent Welsh Pay Review Body  
C/o:  
Secretariat  
Independent Welsh Pay Review Body  
[Secretariat@ewc.wales](mailto:Secretariat@ewc.wales)

29 March 2019

Dear Sharron

## **WRITTEN SUBMISSION TO THE INDEPENDENT WELSH PAY REVIEW BODY (IWPRB)**

Thank you for the invitation to provide a written submission to the Independent Welsh Pay Review Body on the matters as detailed in my remit to you.

As you are aware, the IWPRB is tasked with recommending reforms that should be made to teachers' pay and conditions in order to raise the status of the profession and best support the recruitment and retention of high quality teachers and leaders in our schools. For this first year, the IWPRB was asked to only consider those matters which directly relate to pay, and I note that you have considered the remit and have requested evidence accordingly.

The Welsh Government's submission provides information and data on matters related solely to teachers' pay, including that relating to the wider economy and public sector financial context that you may find helpful during your deliberations.

As with any decisions on public sector pay, it is essential that recommendations take into account the current economic and fiscal context of Wales, and above all, that any increases to teachers' pay are deliverable and do not place undue pressure on school budgets. Detailed information on local authority and school budgets is included with the advice. I believe that consideration of this data is vital to your deliberations, as this sets out what impact any recommendations will have in real terms.

The Welsh Government data also provides an overview of recruitment and retention of the profession in Wales. Whilst this has historically been an issue for the Westminster Government and has been a focus of the STRB's deliberations, you will note from the data that there is little evidence to suggest that this is a significant concern across Wales. Whilst we are aware of pockets of difficulty in recruiting to certain secondary subjects in some geographical locations, as well as with certain Welsh medium subject provision, I believe

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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.

that the most effective method of addressing these intermittent issues is via targeted policy programmes. I believe a broad-brush approach to recruitment that mistakenly assumes uniform shortages could inadvertently create difficulties elsewhere. Consequently, I recommend that any proposed pay increase is allocated equally across all salaries of teachers and school leaders ensuring a fair distribution across the whole workforce.

You will also wish to note that the Welsh Government has made a commitment that the profession in Wales will suffer 'no detriment' compared with their counterparts in England. The IWPRB should be mindful that the UK Government has confirmed that a limit of 2% increase across the pay bill is affordable in England.

However, it should be noted that any increase would place additional pressures upon local authority and school budgets. In this context, I propose that any recommendations made should not in total exceed 2% of the salary bill, in recognition of the financial pressures faced as a result of the Westminster Government's austerity policy. Any increase above this would potentially place unsustainable pressures on school budgets.

Thank you, once again for your invitation to submit this evidence. I look forward to receiving your recommendations once this exercise has concluded.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Kirsty Williams'.

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