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Llywodraeth Cymru  
Welsh Government

Welsh Government  
Consultation Document

## **Registration fees for the education workforce in Wales (2017)**

Date of issue: 27 June 2016

Action required: Responses by 30 September 2016

Mae'r ddogfen yma hefyd ar gael yn Gymraeg.  
This document is also available in Welsh.

## **Registration fees for the education workforce in Wales (2017)**

**Overview** This document seeks views relating to the principles of registration fees for the wider education workforce in Wales.

**How to respond** Responses to this consultation should be e-mailed/posted to the address below to arrive by **30 September 2016** at the latest. Please enter 'Registration fees for the education workforce in Wales' in the subject matter box.

**Further information and related documents** **Large print, Braille and alternative language versions of this document are available on request.**

The consultation documents can be accessed from the Welsh Government's website at [www.wales.gov.uk/consultations](http://www.wales.gov.uk/consultations)

**Contact details** For further information:  
Nathan Huish  
Practitioner Standards and Professional Development  
Division  
School Standards and Workforce Directorate  
Welsh Government  
Cathays Park  
Cardiff  
CF10 3NQ  
e-mail: [ewc.enquiries@wales.gsi.gov.uk](mailto:ewc.enquiries@wales.gsi.gov.uk)  
Tel: 029 2082 3039

## **Data protection**

### **How the views and information you give us will be used**

Any response you send us will be seen in full by Welsh Government staff dealing with the issues which this consultation is about. It may also be seen by other Welsh Government staff to help them plan future consultations.

The Welsh Government intends to publish a summary of the responses to this document. We may also publish responses in full. Normally, the name and address (or part of the address) of the person or organisation who sent the response are published with the response. This helps to show that the consultation was carried out properly. If you do not want your name or address published, please tell us this in writing when you send your response. We will then blank them out.

Names or addresses we blank out might still get published later, though we do not think this would happen very often. The Freedom of Information Act 2000 and the Environmental Information Regulations 2004 allow the public to ask to see information held by many public bodies, including the Welsh Government. This includes information which has not been published. However, the law also allows us to withhold information in some circumstances. If anyone asks to see information we have withheld, we will have to decide whether to release it or not. If someone has asked for their name and address not to be published, that is an important fact we would take into account. However, there might sometimes be important reasons why we would have to reveal someone's name and address, even though they have asked for them not to be published. We would get in touch with the person and ask their views before we finally decided to reveal the information.

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## Summary

The Education (Wales) Act 2014 (the 2014 Act) reconfigured and renamed the General Teaching Council for Wales (GTCW); extending the remit of the body; and the composition of its membership in order for it to become the Education Workforce Council (“the Council”). This took place on 1 April 2015, which was also the point at which the requirement for professional registration was extended to Further Education (FE) teachers, in addition to school teachers. On 1 April 2016, registration was extended further to include learning support workers in both school and FE settings.

It is proposed that, from April 2017, in order to work as a professional youth worker (including a youth support worker) or a work based learning practitioner, a person must also be registered with the Council.

The Act gives the Welsh Ministers the power to make regulations in relation to fees payable for registration with the Council. This consultation seeks your views on the proposals for the registration fee model which will inform the development of a new set of regulations to be made under the Act. The current set of regulations in place are ‘the Education Workforce Council (Registration Fees) (Wales) Regulation 2016’.

It is intended that these new regulations will be in place for registration from 1 April 2017.

# 1. Background to the Education Workforce Council

- 1.1 The Council currently has a statutory duty to establish and maintain a register of school teachers, FE teachers and learning support workers (LSW) in both school and FE settings. Registration is required for all four categories if they wish to work in maintained schools or FE institutions in Wales, including peripatetic teachers and those in agency, substitute or temporary positions. All employers are required to ensure that they only employ persons who are registered with the Council.
- 1.2 Youth workers and Work Based Learning (WBL) practitioners are currently not required to register with any regulatory body.
- 1.3 Although the Welsh Government initially identified professions required to register (under Schedule 2 to the Act), this did not preclude the future registration of other groups such as youth workers and work based learning practitioners; who also provide a valuable contribution to the education and training of young people. The 2014 Act created a framework that enables the Welsh Government to add new categories of registrants, if and when appropriate; and subject to the agreement of the National Assembly for Wales.
- 1.4 Subject to the approval of the National Assembly for Wales, the Welsh Government's intention is that youth workers and work based learning practitioners register with the Council from April 2017.
- 1.5 It is vital that all these different practitioners work together effectively and are able to access well designed qualifications, support and development. Their professionalism, suitability and standards of conduct, training, and professional development, are key to their success. The Welsh Government wants to ensure that we recognise the role of all those working to support teaching and learning as part of a single and coherent education workforce in Wales.

## **2. Aims of the Education Workforce Council**

2.1 The aims of the Council are to:

- contribute to the improvement of standards of teaching and the quality of learning in Wales, and
- maintain and improve standards of professional conduct amongst teachers and other persons who support teaching and learning.

### 3. Registration

- 3.1 A key feature of many professions is a requirement to register with a professional body that sets and maintains professional standards; retaining public confidence and demonstrating a shared commitment to professionalism.
- 3.2 The requirement for registration within the education workforce is the same as the requirement with any other registration body, such as nurses, midwives and physiotherapists. Professionals in those sectors are also required to fund their own registration as a requirement of employment.
- 3.3 There are benefits to registration, it enhances the status of the workforce; and recognises that all education practitioners play a vital role in supporting teaching and learning and raising standards, as part of a single and coherent education workforce. In addition, registrants will be seen as:
  - part of a credible and valued workforce;
  - having professional status, with specific standards for entry and continued membership of that profession; and
  - suitable to be a member of the profession - maintaining public trust and confidence.
- 3.4 Registering practitioners with the Council strengthen their profile in ways that are supportive, rather than in ways that negatively impact on the diversity that is observable within the sectors. We recognise the value of their work and the contributions that they make in the lives of our young people.
- 3.5 The Welsh Government undertook two consultations in 2012, regarding proposals for the registration of the wider education workforce in Wales. An overwhelming majority were in agreement that other groups within the education sector should be required to register; and that they should pay a fee for that registration.
- 3.6 Under the 2014 Act, the Welsh Ministers have powers to set the registration fees for the Council (by virtue of section 12).



## 4. Current fee arrangements

- 4.1 The Welsh Government's initial proposal was to redistribute the element of funding that is currently provided to Local Authorities (LA's) in Wales, for the allowance school teachers receive towards their registration fees, to help meet the costs of registration for the wider workforce. The intention of this funding would have been to continue to reduce the fees paid by **all** education practitioners within Wales and would have been paid to the Council to support its main functions, rather than into practitioners' pay. This approach would have required an amendment the School Teachers' Pay and Conditions Document (STPCD).
- 4.2 School teacher's pay and conditions are currently non-devolved; and remain the responsibility of the Department for Education (DfE) in England. Pay and conditions for teachers in maintained schools in Wales and England are set out in the STPCD (a statutory document published annually, every September for the start of each academic year and given legal effect by an Order made by the Secretary of State).
- 4.3 The DfE could not meet the Welsh Governments timetable for the removal of the £33 allowance from the STPCD in time to meet the Welsh Governments deadline for laying the appropriate regulations. Therefore, for academic year 2015–16, the £33 allowance remained in the STPCD.
- 4.4 Without the necessary amendment to the STPCD, the Welsh Government needed to find another way to redistribute the funding provided by LA's in Wales. This was achieved by raising the actual fee that LA school teachers paid, in order to off-set against the greater allowance of £33 that they retained. This approach helped meet the costs of registration for the wider workforce. In practice, this meant that the subsidy for the wider workforce was routed through individual school teacher fees, to the Council; rather than through the Welsh Government, if the STPCD had been amended in time.
- 4.5 The actual fee contribution of school teachers in 2016 was still £45 (the same as FE teachers), whether or not the STPCD had been amended. The change to the STPCD would have merely streamlined the fee process for all those involved. For ease of reference the current fee model is set out below:

Category	Registration Fee	Subsidy	Contribution
School Teacher	£78*	£33	<b>£45</b>
FE Teacher	£49	£4	<b>£45</b>
School LSW	£49	£34	<b>£15</b>
FE LSW	£49	£34	<b>£15</b>

***\*only those teachers in receipt of the £33 subsidy through the STPCD paid £78, all other school teachers not in receipt of the £33 subsidy (supply teachers working through agencies, voluntary school teacher registrants, etc.) paid £45.***

## 5. Development of the registration fee models for the wider education workforce for 2017

- 5.1 Our 2014 consultation document “*Registration fees for the education workforce in Wales*<sup>1</sup>” set the fee structures for 2015-16 and 2016-17.
- 5.2 The fees for 2017-18 will again be based on grouping by profession and based on the salary data derived; the lower earning occupations should contribute the least. Using such a methodology is the most cost effective method; and delivers considerable savings for those administering the fee collection, both at employers’ level, and the Council itself. This will also contribute to keeping the fee rate to a minimum.
- 5.3 Working on the basis that from 1 April 2017, there will be an estimated 73,100 registrants (35,000 school teachers, 5,000 FE teachers, 30,000 LSW [both school and FE], 1,100 professional youth workers [including youth support workers] and 2,000 WBL practitioners – all numbers are approximate) registering with the Council. The Council will, therefore, need to generate an estimated income of approximately £3.4million which will be met by the workforce via their annual registration fees. The £3.4million will need to be financed entirely from the registration fees, which equates to an annual fee of £46 per registrant. The Council are continually exploring ways to streamline their services and reduce their operating costs. The 2017-18 fees will see a £3 reduction per registrant compared to the fee levels set in 2016-17 (£49).
- 5.4 The Welsh Government has considered what the impacts will be on the education workforce by widening professional registration to include both professional youth workers, youth support workers and WBL practitioners; and are satisfied that the benefits that professional registration brings to learner outcomes, by far outweighs the cost to practitioners. At the individual fee level, the annual registration fee is not considered likely to affect recruitment or retention in the education workforce in Wales.

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<sup>1</sup> <http://gov.wales/consultations/education/registration-fees-for-the-education-workforce-in-wales/?status=closed&lang=en>

## 6. Registration fee model proposals for 2017

6.1 The Welsh Government have and will continue to use three key principles to influence the development of each proposed fee model, these principles are:

- **Sustainability** - the fees to be paid by registrants must be at a sufficient level to ensure that the Council has a sustainable level of funding to enable them to undertake their statutory and main functions.
- **Proportionality** - any level of fee for registration must be proportionate to the levels of earnings of practitioners, to ensure that all those required to register are able to do so.
- **Cost Effectiveness** - any proposed model must be cost effective in terms of administration costs to employers and the Council for the practical application of the collection of the fees.

6.2 The fees models proposed are set so that the registration fee is sufficient to cover the Councils operating costs associated with registration and regulation of the workforce. Further more, the vast majority of practitioners required to register will have their fee contribution deducted from their salary by their employer and transferred to the Council.

6.3 Whilst two of the fee models still propose to utilise the allowance that is currently provided to LA school teachers to redistribute across the wider educational workforce; all registrants need to be mindful that they will still continue to have one of the lowest registration fees of all the professional bodies. For example, the annual fee for nurses and midwives is £120, whilst for speech therapists and physiotherapists it is £90 per year (the table at the Annex refers).

## 7. Proposed fee model 1 (preferred model)

7.1 In order to meet all of the key principles, set out in the previous section, the Welsh Government again proposes to redistribute the element of funding that is currently provided to LA's for the allowance school teacher's receive towards their registration fees (subject to recommendations made by the School Teachers Review Body (STRB); and agreement from other Welsh Ministers). This will help meet the costs of registration for the wider workforce, as was the case in the 2014 consultation.

7.2 The proposed distribution of that allowance is set out in the table below, with the resulting fee contributions reflecting proportional differences in average earnings between the groups of practitioners:

Practitioner Group	Registration Fee	Subsidy*	Actual Contribution
School Teachers	£46	£1	<b>£45</b>
FE Teachers	£46	£1	<b>£45</b>
School LSW	£46	£31	<b>£15</b>
FE LSW	£46	£31	<b>£15</b>
W BL Practitioners	£46	£1	<b>£45</b>
Professional Youth Workers	£46	£1	<b>£45</b>
Youth Support Workers	£46	£31	<b>£15</b>

*\*All subsidies in this model will be paid to the Council via the Welsh Government.*

7.3 This model mirrors fee model 1 that was set out in the 2014 consultation. The difference between the both models is that the overall fee level is lower (down from £49 to £46) and the subsidy that each category receives is less. The rationale behind this is that the subsidy now needs to be spread more widely so that all practitioners are able to benefit from it.

7.4 In order to set the amount of allowance available to be used to subsidise the wider workforce going forward, officials based their calculations on the number of LA school teacher who have or are entitled to the £33 allowance via the STPCD over the past five years (average equates to 30,300 school teachers = £1,000,000). This approach will allow the actual fee contribution to remain at its current level (all school/FE teachers, youth workers and WBL practitioners paying £45 and LSW and youth support workers paying £15).

7.5 This proposed model will continue to see the generally lower earning practitioner groups (LSW and youth support workers) receiving a £31 subsidy towards their registration fee. **This fee model could only be implemented, if**

**both, an amendment to the STPCD is made and Welsh Ministers approve for the funding to be used in this way. We anticipate that a decision on the amendment of the STPCD will be made by the Secretary of State for Education by the summer. That being the case, we further anticipate that the Welsh Ministers will make a decision following the closure of this consultation on the fee model to be put in place from April 2017.**

## 8. Proposed fee model 2

- 8.1 This proposed fee model mirrors the fee model that the Council currently has in place. However, the fee level and the subsidy for some categories will decrease again for the same reasons as set out in section 7.3.
- 8.2 This fee model will only be used if the STPCD is not amended and the duty remains on LA's in Wales to continue to provide all their employed school teachers with the £33 allowance.
- 8.3 The differences between this Model and Model 1 are:
- (i) that the fees for LA school teacher are greater, as they will retain their current level of allowance through their pay via the STPCD. The rationale for a greater fee level is to off-set against the £33 allowance that they are receipt of; and to allow for the continuation of the subsidy for other practitioners. In practice, this means that the subsidy for the wider workforce will be re-routed through individual LA school teachers' fees, to the EWC; rather than through the Welsh Government and provided to the EWC as a block of funding.
  - (ii) that without the necessary amendment to the STPCD, there would not be enough subsidy generated as a result of the higher than expected numbers of LSW's (30,000 approx.), for the fee for the wider workforce to remain at £15. Hence, the fee for school or FE LSW and youth support workers will be required to increase to £18. (Number of LA school teachers who were in receipt of a subsidy at March 2016, stood at 27,686).

8.4 Details of this fee model can be found in the table below:

Category	Registration Fee	Subsidy	Contribution
School Teacher	£78*	£33	<b>£45</b>
FE Teacher	£46	£1	<b>£45</b>
School LSW	£46	£28	<b>£18</b>
FE LSW	£46	£28	<b>£18</b>
WBL Practitioners	£46	£1	<b>£45</b>
Youth Workers	£46	£1	<b>£45</b>
Youth Support Workers	£46	£28	<b>£18</b>

*\*only those teachers in receipt of the £33 subsidy through the STPCD paid £78, all other school teachers not in receipt of the £33 subsidy (supply teachers working through agencies, voluntary school teacher registrants, etc.) paid £45.*



## 9. Proposed fee model 3

- 9.1 If at any point (whether prior to the implementation of the fee model for the Council or at some other point in the future), the funding used to support the subsidy becomes unavailable, by Welsh Ministers or the UK Government; then a further registration fee model would be required (as set out in the 2014 consultation). It is not possible to anticipate with any certainty the particular circumstances when this might occur as it is dependent on decisions on future spending priorities, commitments/obligations, future budgets and the future allocation of financial resources to meet those priorities. **This model will only be used if the subsidy becomes unavailable.**
- 9.2 This fee model is based on a sliding scale of fees between practitioners who generally have a higher earning occupation (school and FE teachers, WBL practitioners and youth workers) and practitioners who generally have a lower earning occupation (school and FE LSW and youth support workers).
- 9.3 The simplest way, of course, would be to equalise the contribution for all registrants to a full contribution of £46. However, this would not meet one of the key principles of the model with regards to 'proportionality'.
- 9.4 Alternatively, we could set all teachers, professional youth workers, and WBL practitioners fees to £68 per registrant, in order to maintain a fee of £15 for LSW and youth support workers. However, this would be a significant increase for those who are required to pay £68, without any increase to those who are required to pay £15, which would of course be unfair.
- 9.5 The Welsh Government considers the fairest option would be to increase the fee for all of the groups in order to keep a balance, whilst also keeping the fee at a proportionate level for all registrants. If that were done, the level of fees could be set in a number of different ways. The potential options are set out in the table below. The Welsh Government proposes that in the event that this model is required for registration in April 2017, option 3, in the model, would be used as it complies with the 'key principles' set out in paragraph 6.1. However, we again welcome all views on this issue.
- 9.6 The options are set out in the table below:

Fee Option	School, FE Teachers, Youth Workers and Work Based Learning Practitioners	School and FE Learning Support Workers and Youth Support Workers
1	£68	£15
2	£65	£20
3	£61	£25

<b>4</b>	£58	£30
<b>5</b>	£54	£35
<b>6</b>	£51	£40
<b>7</b>	£46	£46

## **10. Terms of the final fee model**

- 10.1 It is our intention that the final fee model to be put in place for the Council in April 2017. The final model is dependent on the responses to this consultation; recommendations made by the STRB and subsequent changes made to the STPCD, and agreement from Welsh Ministers. The fee model will be subject to annual reviews against the Councils operating costs, as this can only be estimated at this time, and as such, may result in a change to the annual fee for registrants in future years.
- 10.2 As noted in section 9.1, should the funding for the proposed subsidy become unavailable at any time in the future, we propose to move to implement Model 3, as set out above.

## **11. How do I comment on these proposals?**

- 11.1 Specific questions are listed in the separate response form; and you are invited to provide answers to these questions, or to comment in more general terms. This may be submitted electronically or in hard copy, using the contact details on page 2 of this document

## 12. Glossary of terms

FE	Further Education
School Teacher	A teacher in a maintained school in Wales (including supply teachers)
FE Teacher	A teacher, lecturer or tutor in a further education institute in Wales – the term ‘teacher’ is used as opposed to ‘lecturer’ to reflect the terminology used in the Education (Wales) Act 2014.
School learning support worker	A school learning support worker supports the provision of the services by a school teacher in a maintained school in Wales
FE learning support worker	A FE learning support worker in a further education institute in Wales
Work Based Learning (WBL)	Work Based Learning practitioners who provide training and learning practitioner services, through a Welsh Government contracted Work-Based Learning provider; partially or wholly involved in the provision of work based learning, and through any level of contractual arrangement. All of whom will work with young people in a training and learning capacity.
Professional Youth Worker	A Professional Youth Worker is defined as someone who has successfully completed approved/relevant qualifications in youth work or community studies.
Youth Support Worker	A Youth Support Worker is defined as someone who has completed a youth work practice qualification
EWC	Education Workforce Council
STRB	School Teachers Review Body
STPCD	School Teacher’s Pay and Conditions Document

## Annex

UK Regulatory Body	Profession	Registration Fee
Solicitors Regulation Authority	Solicitors	£872 plus £48 administration charge
General Chiropractic Council	Chiropractors	£750 first registration/ £800 renewal
General Osteopathic Council	Osteopaths	£320 on entry
General Dental Council (GDC)	Dentists, Dental care professionals e.g. dental nurse, hygienists, technician	Dentists £890 Dental care professionals £116
General Medical Council (GMC)	Doctors	£425
Royal Society of Veterinary Surgeons	Vets, Veterinary Nurses	Vet Registration £299 Veterinary Nurses Registration £112 / renewal £61
General Optical Council (GOC)	Opticians	Registration £320 (£210 for those on lower incomes) Students Registration £25
Royal Pharmaceutical Society	Pharmacists	£198
The Institute of Engineering and Technology	Engineers and Technicians	£65 - £205 depending on level of qualification
Nursing and Midwifery Council (NMC)	Nurses / Midwives	£120
Health Professions Council (HPC)	15 professions e.g. Physiotherapists, Speech Therapists, Chiropodists	£90
The Teaching Council (Ireland)	Teachers in the Republic of Ireland	€90 initial registration, / €65 renewal
General Teaching Council Scotland	Teachers	£124 initial registration, £50 renewal
General Teaching Council Northern Ireland	Teachers	£44
Care Council for Wales (CCW)	Social workers / social care managers	£30