

## Annex A

The following sets out the full set of recommendations from the IWPRB as published in its First Report on 8th July 2019, together with the response from the Minister for Education.

The First Report of the IWPRB, published today covers matters referred to the IWPRB in February 2019. The IWPRB was asked to make recommendations on: “what adjustments should be made to the salary and allowance scales for classroom teachers, unqualified teachers and school leaders, to ensure the teaching profession in Wales is promoted and rewarded to encourage recruitment and retention”.

In making its recommendations, the IWPRB was also asked to have regard to a number of issues including the wider economic and public sector financial context and labour market conditions. The IWPRB Report does not provide clear advice to Ministers on these matters and, therefore, the key aspect of affordability does not appear to have been considered.

The IWPRB has recommended:

**R1** *that the statutory minimum of the MPR be increased by 5% and that the statutory maximum of the MPR be increased by 2.4%.*

**R2** *that the statutory minimum and the statutory maximum of all other pay ranges (UPR, LGPR and unqualified teachers), and all allowances, be increased by 2.4%.*

**R3** *that the current discretionary point 6a be removed, with those currently on 6a moving to the new statutory maximum of the MPR.*

**R4** *that discretionary scale points M2-M5 on the MPR be increased to remove the detrimental effect of the 1% differential relative to points M1 and M6 that was introduced through the implementation of the 2017 pay award; and be increased by a further 2.4%.*

**R5** *that the discretionary scale points on all other pay ranges (UPR, LGPR and unqualified teachers) be increased by 2.4%.*

**R6** *that revised pay scales incorporating recommendations R1-R5 (shown as Appendix B) be implemented by all local authorities and local authority maintained schools in Wales.*

**R7** *that the pay scales at Appendix B should become statutory and published in the STPCD for Wales. Ideally this recommendation should be implemented for 2019 but, if not, there should be a commitment to do this for 2020 onwards.*

**R8** *a fundamental review of teachers’ and leaders’ pay and conditions of service in Wales to support the education reform agenda.*

- In principle, I support the IWPRB’s recommendation to uplift all salary and allowance ranges by 2.4%, however, this needs to be considered in the

context of the Welsh Government's commitment to 'no detriment' to the profession here in Wales. I am therefore minded to match the 2.75% increase that is expected to be announced by the DfE.

- I also support the IWPRB's recommendation to uplift the statutory minimum of the MPR by 5%, and I propose to accept this recommendation.
- Recommendation **R7** cannot be practicably implemented as recommended. It is not feasible to introduce statutory scales for 2019 but this will be a consideration in future remits.
- Recommendations **R3** to **R6** relate to matters for consideration by employers and therefore cannot be accepted by Welsh Ministers. However, I recommend that employers give them close consideration.
- I am proposing to accept Recommendation **R8**, as this is part of the new pay process that we have put in place in Wales:
  - that future remits to the IWPRB will include the requirement for consideration of a fundamental review of teachers' and leaders' pay and conditions of service in Wales to support the education reform agenda.

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

I will now be inviting written comments on the IWPRB's report and my response to the IWPRB key recommendations to Welsh Ministers from key stakeholders.