

New National Framework Agreement

The new National Framework developed by the National Procurement Service (NPS) for the employment of supply teachers comes into play from September 2019.

The new framework allows providers to bid on a local, regional or all-Wales basis. In total, 30 teacher recruitment agencies have signed up to this agreement by local authority area. A table has been provided on the page overleaf, outlining these agencies and the areas in which they are operating.

The new framework has the potential to considerably improve the pay and terms and conditions of supply teachers working in Wales.

Pay

As part of the new framework agreement, the agencies that have signed up have agreed to pay all supply teachers a minimum rate of pay equivalent to M1, as per the School Teachers' Pay and Conditions Document (STPCD). This currently equates to a minimum of £121.64 per day.

Members are advised to only work for agencies who are signed up to the agreement. If you find any instances of those agencies on the framework not paying the agreed rate, please contact us to let us know.

End of the Swedish Derogation

Following campaigning by the NASUWT, the use of the 'Swedish Derogation' has been prohibited under the terms of the new National Framework.

The Swedish Derogation allows an employment agency to pay less to a supply teacher who has qualified under the Agency Workers Regulations (AWR) for equal pay.

Other changes

- Agencies must sign up to the Welsh Government ethical code of practice for temporary workers.
- Built-in industry quality standards must be implemented into the framework.
- Temporary workers will not be utilised in a role to which they have not been appointed (e.g. paying a teacher as a cover supervisor but then expecting them to teach).
- The sliding scale of payments for transferring staff to permanent contracts (finder's fees) will diminish to zero after two weeks.
- Free-of-charge professional learning opportunities will be made available.

The new framework does not give teachers access to Teachers' Pensions provision and full salary entitlements, but is nevertheless a significant improvement on the current situation.

(Continued overleaf)

However, the Union still has concerns over exactly how the agencies on the new procurement framework will be regulated and vetted to ensure that they meet certain minimum expectations in respect of how they treat supply teachers.

NASUWT Cymru is still in favour of local authorities organising supply pools and schools directly employing teachers to give full pay and pension rights, and continues to look to the Welsh Government, local authorities and education consortia to protect supply teachers fully.

Y = YES	TOTAL NUMBER OF SUCCESSFUL PROVIDERS	Accent on Education	Addysg Seven Education Ltd	Affinity Education Ltd	Apollo Teaching Services Ltd	Bay Resourcing Ltd	Beepoke Education Service Team Ltd (BEST Ltd)	Affinity Workforce Solutions Ltd (IA CER)	Educate Resourcing Ltd	Education Supply Pool Ltd	Education Staffing solutions Ltd	E-Qual Recruitment Ltd	excel Supply	Hays specialist recruitment Ltd	Highgrade Recruitment Ltd	Hoop recruitment Ltd	IntraSport UK Ltd (via Intro Teach)	ITN MARK	Urban Recruitment Group (Mediespro)	MPS Education	New Directions	Prospero Recruitment Ltd	Randsiad Public services Ltd	Recruit2Schools Ltd	Reed specialist Recruitment	Royal Educare	Staffroom Education Ltd	Teacher Active Ltd	Teaching Personnel	Valley Education Services Ltd	Vetro recruitment Ltd	
Zone 1 - Blaenau Gwent	19	Y		Y	Y	Y		Y		Y		Y		Y	Y	Y		Y	Y	Y	Y				Y		Y	Y		Y	Y	
Zone 2 - Bridgend	19			Y	Y	Y		Y				Y		Y		Y	Y	Y	Y	Y	Y	Y		Y	Y	Y	Y	Y		Y		
Zone 3 - Caerphilly	21	Y		Y	Y	Y		Y		Y		Y		Y	Y	Y	Y	Y	Y	Y	Y	Y			Y		Y	Y		Y	Y	
Zone 4 - Cardiff	23	Y		Y	Y	Y		Y		Y	Y	Y		Y	Y	Y	Y	Y	Y	Y	Y	Y			Y		Y	Y	Y	Y	Y	
Zone 5 - Carmarthenshire	14		Y		Y		Y	Y		Y	Y		Y		Y	Y				Y	Y							Y	Y	Y		
Zone 6 - Ceredigion	6						Y					Y				Y	Y				Y							Y				
Zone 7 - Conwy	5						Y	Y				Y										Y							Y			
Zone 8 - Denbighshire	8						Y	Y				Y	Y						Y		Y		Y		Y							
Zone 9 - Flintshire	9						Y	Y				Y	Y						Y		Y		Y		Y			Y				
Zone 10 - Gwynedd	6						Y	Y				Y	Y								Y		Y									
Zone 11 - Isle of Anglesey	6						Y	Y				Y	Y								Y		Y									
Zone 12 - Merthyr Tydfil	19			Y	Y	Y		Y		Y		Y		Y	Y	Y		Y	Y	Y	Y	Y			Y		Y	Y		Y	Y	
Zone 13 - Monmouthshire	19	Y		Y	Y		Y		Y		Y		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y			Y		Y	Y			Y	
Zone 14 - Neath Port Talbot	18			Y	Y	Y	Y			Y	Y		Y		Y	Y	Y	Y	Y	Y	Y	Y		Y			Y	Y		Y		
Zone 15 - Newport	22	Y		Y	Y	Y		Y		Y		Y		Y	Y	Y	Y	Y	Y	Y	Y	Y			Y		Y	Y	Y	Y	Y	
Zone 16 - Pembrokeshire	8						Y			Y	Y				Y	Y					Y	Y						Y				
Zone 17 - Powys	15						Y	Y	Y			Y	Y	Y		Y	Y				Y	Y			Y			Y		Y	Y	
Zone 18 - Rhondda Cynon Taf	20			Y	Y	Y		Y		Y		Y		Y	Y	Y	Y	Y	Y	Y	Y	Y			Y		Y	Y		Y	Y	
Zone 19 - Swansea	19			Y	Y	Y	Y			Y	Y		Y		Y	Y	Y	Y	Y	Y	Y	Y			Y		Y	Y	Y	Y		
Zone 20 - Torfaen	19	Y		Y	Y	Y		Y		Y		Y		Y	Y	Y		Y	Y	Y	Y	Y			Y		Y	Y			Y	
Zone 21 - Vale of Glamorgan	21			Y	Y	Y	Y	Y		Y	Y		Y		Y	Y	Y	Y	Y	Y	Y	Y		Y	Y		Y	Y		Y	Y	
Zone 22 - Wrexham	9						Y	Y				Y	Y						Y		Y		Y		Y		Y					

