



The 2020-21 Teachers' Pay Award in Wales

On 29 July 2020, the Education Minister, Kirsty Williams, set out proposals for the future of teachers' pay in Wales, including the 2020-21 pay award. This followed the publication of the Second Report of the Independent Welsh Pay Review Body (IWPRB), which made a number of detailed recommendations to the Minister. The NASUWT submitted detailed and comprehensive evidence to the IWPRB, much of which was accepted by the IWPRB and which the Minister is also proposing to accept.

The IWPRB's second report

The IWPRB's recommendations in its Second Report are:

The 2020/21 pay award

- the removal of M1 from the main pay range (MPR), to create a five-point scale, with a statutory minimum of the MPR to be set at £27,018;
- that the statutory maximum of the MPR be set at £37,320, an increase of 3.75% in 2019-2020;
- M2, M3, M4 and M5 are also uplifted by 3.75%;
- upper pay range (UPR) pay points are increased by 2.75%;
- the pay of school leaders, unqualified teachers and leading practitioners is increased by 2.5%;
- all allowances are increased by 2.5%.

National statutory pay scales

- national statutory pay scales should be reintroduced from September 2020 and should be articulated in the School Teachers' Pay and Conditions (Wales) Document (STPC(W)D);
- 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;
- should it not be possible to make the necessary statutory arrangements by September 2020, national pay scales should be voluntarily adopted by local authorities and schools at the revised levels, prior to statutory implementation.

Performance-related pay

- 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, to be implemented for September 2020.

Movement to the UPR

- progression from the MPR to the UPR should continue to be based on performance;
- inconsistencies in application of the criteria should be examined and eliminated in order to achieve consistent application in all schools by September 2021.

Pay flexibilities

- 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.

Teaching and learning responsibility (TLR) payments

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

Pay portability

- pay portability provisions should be reintroduced as a statutory requirement in Wales from September 2021.

When submitting evidence to the IWPRB, the NASUWT argued for a return to statutory national pay scales, the replacement of performance-related pay, the retention of TLR payments and the restoration of pay portability. The NASUWT's evidence in these key areas has been accepted by the IWPRB.

The education minister's response to the IWPRB's report

The Minister has accepted many of the IWPRB's recommendations, but is proposing the following alternatives:

- a pay increase of 2.75% to school leaders, unqualified teachers and leading practitioners;
- a pay increase of 2.75% on all allowances.

Following the IWPRB, the Minister's proposed statutory main scale is therefore as follows:

Advisory scales as provided by local authorities in Wales	2019 £	2020 Scale Point	2020 £	% increase
M1	24,906	M1 (min)	27,018	8.48 %
M2	26,041	M2	27,018	3.75 %
M3	28,133	M3	29,188	3.75 %
M4	30,299	M4	31,436	3.75 %
M5	32,686	M5	33,912	3.75 %
M6a	35,269		-	
M6b	35,971	M6 (max)	37,320	3.75 %

All other pay points and allowances would be uplifted by 2.75%.

The NASUWT's response

Dr Patrick Roach, the NASUWT General Secretary, has commented on the Education Minister's proposals as follows:

'Over the last few months, parents and the public have thanked teachers for the tremendous contribution they have made in supporting children's learning during the coronavirus crisis. It is therefore right that the Government should recognise, value and reward the work of all teachers too.'

Teachers across Wales have continued to work tirelessly in the interests of all pupils and they deserve a pay award that reflects their vital contribution to securing better life chances for all children and young people.

Whilst the Education Minister ambition to make teaching the profession of first choice for graduates is laudable, the proposed pay award still falls short of what is needed to redress the year-on-year real-terms decline in teachers' pay since 2010.

The Welsh Government must now demonstrate its commitment to valuing teachers by ensuring that the pay award is fully funded and guaranteed.

The NASUWT will be pressing for a clear guarantee from the Welsh Government on the teachers' pay award, pay progression entitlements and job security.'

Further consultation on the Minister's proposals will now take place. The NASUWT will update members on all of the changes to teachers' pay and conditions in Wales when full details become available.



E-mail: rc-wales-cymru@mail.nasuwt.org.uk
Website: www.nasuwt.org.uk