

Ein Cyf /Our Ref:

Eich Cyf /Your Ref:

Dyddiad /Date:

Gofynnwch am/Please ask for:

Llinell uniongyrchol/Direct line:

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CLILC • WLGA

Mr Damian Hinds MP
The Secretary of State for Education
House of Commons
London
SW1A 0AA

Dear Damian,

I write to you as the Leader of the Welsh Local Government Association with regards to your recent announcement regarding Teachers Pay.

We are obviously very pleased at the decision to make such a pay award to our 25,000 plus hardworking public servants in the school sector across Wales. We recognise that in practice this means those on the main pay scale will get 3.5 per cent, while those on the upper ranges will get 2 per cent and leaders will receive 1.5 per cent respectively. The decision means a cost of £508 million over two years, but unfortunately this will not be funded from new money from the Treasury. Similarly, we note that the Institute for Fiscal Studies has calculated that only 40% of teachers in England and Wales would be eligible for the higher 3.5% pay rise, while the remainder would receive increases below the current rate of inflation of 2.4%.

For leaders of local authorities across Wales this is problematic since potentially it leaves either Welsh Government, councils or schools to fund this rise without new resources being made available. If we misunderstand this point we would be grateful for your clarification since councils in Wales have seen budgets cut by 33% since the onset of austerity and any new unfunded burdens simply adds to the scale of these deep cuts.

The position in Wales needs urgent clarification. The Schools Teachers Pay and Conditions Document is an England and Wales statutory instrument and until such time that it is devolved the DfE have full responsibility for pay matters in Wales.

Your decision not to accept fully accept or fund the recommendations of the School Teachers Review Body confirms the view of Chris Keates, the general secretary of the National Association of Schoolmasters Union of Women Teachers (NASUWT), that "If ministers are serious about valuing and rewarding teachers, they need to take steps to end the culture rife in schools of only paying

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**Croesawn ohebiaeth yn y Gymraeg a'r Saesneg a byddwn yn ymateb i ohebiaeth yn yr un iaith.
Ni fydd defnyddio'r naill iaith na'r llall yn arwain at oedi.**

We welcome correspondence in Welsh and English and will respond to correspondence in the same language.
Use of either language will not lead to a delay.

teachers what they can get away with,". This is exacerbated by the announcement that DfE *'will be supporting schools in England to implement the award with an investment of £508 million through a new teachers Pay Grant'*.

It begs the question what about Wales? Will this grant be subject to the principles of the Barnett formula as you retain responsibility for the implementation of the statutory document in Wales and the statutory power for pay and conditions.

The situation in Wales after years of austerity is too serious to play the Westminster tactic of cost shunting to our devolved government. The use of the words **'new teachers pay grant'** in your statement is an acknowledgement that this is above and beyond what would have been expected under the public sector pay cap. Therefore, council leaders across Wales believe you have an obligation to provide a full consequential for Wales. I appreciate this letter falls within the period of parliamentary recess, but this is a matter that requires urgent consideration. As such I would request a meeting with you to discuss this matter further particularly as you retain responsibility for Teachers Pay in Wales up to 31st August 2019.

It is imperative that we have a clear understanding of this announcement especially as our councils already have to pay for the first 1 per cent of each of the rises announced and have significant concerns that unacceptable cuts to other parts of our budget could follow. I hope that we can move forward on this matter and you can reflect on these issues and that the right and proper consequential of 'new teacher pay grant' can be also be made for Wales and the hard-working public servants in our schools.

Yours sincerely,



Councillor Debbie Wilcox

Leader

Welsh Local Government Association

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