

29 September 2022

Jeremy Miles MS
Minister for Education and Welsh Language
Welsh Government
5th Floor
Tŷ Hywel
Cardiff Bay
CF99 1NA

By email to: Correspondence.Jeremy.Miles@gov.wales

Dear Mr Miles

TRADE DISPUTE – TEACHERS' PAY

I write further to my previous correspondence to you.

The NASUWT is currently campaigning for its members employed in Wales, in all sectors, to be awarded a 12% pay increase for the 2022-23 academic year.

The award of a 12% pay increase is demanded with immediate effect, with the expectation that it is backdated to the start of the present academic year.

The NASUWT is, or will consider itself to be, in dispute with the Welsh Government and employers in relation to the issue of teachers' pay, which is fundamental to our members' terms and conditions of employment, where our demands have not been accepted.

Any failure to ensure a 12% pay increase for teachers will have serious consequences not only on teacher recruitment and retention, but subsequently on the proper education of children and young people. The most recent evidence shows that 73% of teachers are seriously considering leaving the job, citing pay as a key contributory factor, following 12 years in which the value of teachers' pay has fallen by more than 20%.

For the avoidance of doubt, in the event that an immediate programme of pay restoration is not confirmed, commencing with a pay award of at least 12% for

all teachers this year, the NASUWT will have no alternative other than to ballot our members for industrial action.

The NASUWT will continue to support and advise our members on this issue, up to and including inducement to take industrial action, should the 12% pay award not be met.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Patrick Roach', written in a cursive style.

Dr Patrick Roach
General Secretary